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# Daily Telegraph

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## 'DAY OF RECKONING' FOR MINERS

### Judge warns union over hidden funds

MINERS' leaders who have transferred union funds abroad to try to prevent them being seized are only "postponing the day of reckoning" and adding to the bill which will have to be paid, Mr Justice Nicholls said yesterday. He had been told that most of the £8,400,000 assets of the National Union of Mineworkers had been traced to Luxembourg, Switzerland and Ireland.

Meanwhile, the TUC General Council reaffirmed "total support" for the miners in their strike but agreed to take "soundings" to try to bring about resumed negotiations with the Coal Board.

Mr Kinnock is to lead a Labour party deputation to meet Mr Arthur Scargill and other NUM leaders. The party's national executive decided yesterday to try to "clear up misunderstandings" and offer some form of practical help.

Court report and other pit news—P2

## NUM's £8m traced

By TERENCE SHAW Legal Correspondent

MINERS' leaders who have transferred their union's assets to foreign banks in an attempt to prevent them being seized by sequestrators were warned by a High Court judge yesterday that they were only "postponing the day of reckoning."

Mr Justice Nicholls had been told that most of the £8,400,000 assets of the National Union of Mineworkers had now been traced to bank accounts in Luxembourg, Ireland and Switzerland.

He said that keeping the funds abroad was only adding to the bill the union would have to meet.

"By one means or another, sooner or later, its funds will have to return to this country," said the judge.

"Meanwhile, the greater expense to which the sequestrators are put in tracing and seizing the union's property, the larger will be the amount of the sequestrators' proper costs and expenses which in due course will be payable out of union funds."

Resisting the efforts of the sequestrators and contesting overseas litigation was only adding to the bill that would be payable by the union, said the judge. He did not want the union, its officers or its members to be "under any misapprehension about this."

Mr Justice Nicholls delivered his warning and "observations" after hearing a second formal report by Price Waterhouse, the accountants appointed by the court last month to seize and freeze the union's assets.

## Kinnock to offer help

By NICHOLAS COMFORT Political Staff

A LABOUR initiative to "clear up misunderstandings" with Mr Arthur Scargill and his fellow leaders of the miners' strike and offer some form of practical help was decided on yesterday by the party's national executive.

Mr Kinnock was volunteered to lead a deputation from the executive to meet the NUM leadership as soon as possible after tomorrow night's potentially-traumatic Labour rally at Stoke-on-Trent in support of the strike at which he will share the platform with Mr Scargill.

The Labour leader came in for some Left-wing criticism yesterday's meeting for planning prior engagements when invited by Mr Scargill to speak at the five rallies in strikebound coalfields.

Mrs Audrey Wise, the former Coventry MP, voiced criticism of Mr Kinnock's entire attitude to the strike. But Mr Eric Clarke, the Left-wing socialist miners' representative, said that while the Labour leader had not been perfect, they understood his difficulties.

Mr Kinnock was at pains to explain his reported comments in Russia on the plight of the strikers and their families, claiming that he had been misquoted. He reiterated that he had been something very near to disillusion in mining communities, but no actual starvation.

## TUC will try for new talks

By JOHN RICHARDS Industrial Correspondent

THE TUC yesterday reaffirmed its "total support" for the National Union of Mineworkers in their 38-week-old strike over pit closures but also agreed to make further "soundings" to try to get peace talks resumed.

After a meeting of the TUC General Council in London, Mr Terence Drew, president of the Engineering Workers Union said: "We are trying to open the door to negotiations and I think it behoves the National Coal Board to take advantage of that."

"In the negotiations, I understand that the NUM is prepared to take about a revision of the Plan for Coal."

Mr Norman Willis, TUC general secretary, would not be drawn into giving any details on behind-the-scenes moves which the TUC is likely to undertake.

Talks with N.U.M. He said the first step was to have further talks with the miners' union, whose president, Mr Arthur Scargill, was absent from discussions at the TUC on Tuesday.

Mr Willis added: "We are not proposing at the moment to approach the National Coal Board, but we are sounding out in all directions."

"It does not look from statements which have been made in public that the board, at the moment, wants to go into negotiations."

Mr Willis would neither confirm nor deny that the basis for any fresh talks between the Coal Board and the NUM would be the Plan for Coal, the 1974 agreement between the Government, the board and mining unions.

He did say that the Coal Board had said on Baek P, Col 4

## LEFT DEFEATS KINNOCK ON EXPULSION

By Our Political Staff

Labour Left-wingers yesterday overruled Mr Kinnock to block the expulsion from the party of a leading Trotskyist member of its youth section. The National Executive voted 14-15 to refer back to the appeals and mediation committee a recommendation that Mr Brych Davies, 22, be expelled from the Rhondda constituency party.

Mr Davies was acknowledged by executive members to have sold copies of Militant Tendency's weekly paper and to have contributed to its funds—grounds for expulsion.

## LABOUR CHIEF TO RETIRE

By Our Political Staff

Mr James Mortimer, general secretary of the Labour Party since 1982, told the party's executive yesterday that he intends to retire in the spring, by which time he will be 64.

His announcement, which has been expected for some time, is likely to set off a race to find a successor.

## SCARGILL'S CAR IN SPEED TRAP

By Our Political Staff

A car belonging to Mr Arthur Scargill, president of the National Union of Mineworkers, was stopped in a speed trap near Mansfield, Notts, on Tuesday, police said yesterday.

It is believed that the driver of the car was a chauffeur and not Mr Scargill. Police have not yet decided whether to prosecute.

## ECONOMY TO GROW BY 3.5pc

By Our Business Correspondent

The British economy is expected to grow by between three and 3.5 per cent next year from two per cent in 1984, according to the latest predictions from the National Institute for Economic and Social Research. The Treasury has already forecasted 3.5 per cent.

But the Institute's November economic review, published yesterday, is sceptical about the Chancellor's scope for tax cuts in the Budget.

## 700 JOBS TO GO

By Our Business Correspondent

Rowntree Mackintosh, the York-based confectionery company, is to close its Edinburgh plant in 1987 with the loss of 700 jobs, as part of a restructuring plan to be announced today.

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A crush barrier on Waterloo Bridge collapsing under the weight of students in last night's demonstration against cuts in grants.

## £300m slashed off aid to regions

By ROLAND GRIBBEN Business Correspondent

GOVERNMENT aid to the regions will be cut by £300 million as part of a shake-up to reduce automatic assistance to firms, Mr Lamont, Industry Minister, announced in the Commons yesterday.

Support will be reduced to £400 million by 1987-88, with aid concentrated on the worst hit unemployment areas to help job creation on a more selective basis.

The "aid map" has been redrawn, with parts of the north-west, Yorkshire, Scotland, Wales and north-east losing their special status. But the West Midlands is included for the first time.

The long-awaited regional policy overhaul produced, however, less than expected. Applications from the public are believed to have been around the two million mark, slightly below the most optimistic forecasts. Estimates about the total lodged by applicants ranged up to 26 million, 57 million.

Kleinwort Benson, the merchant bankers handling the flotation, were discussing yesterday how to protect the small investor in scaling down applications to ensure that there is something for all the legitimate applicants.

Priority will be given to those seeking the minimum, 200 shares, costing £200, but the higher the application the higher the scaling down.

Institutions have been guaranteed 47 per cent of the shares available, the public 25 per cent. Telecom employees 10 per cent, and foreign investors, who have joined the scramble, 14 per cent.

Attention is now focussing on the size of the premium to be paid on the basis of monetarist or socialist ideology. In the next few years we will be putting BT on trial."

He told the London Diplomatic Association: "We will judge the rationalisation of British Telecom on its merits, not on the basis of monetarist or socialist ideology. In the next few years we will be putting BT on trial."

Two film requests: Barclays Bank in Nottingham accepted two million applications for BT shares. "Stags" hunted—P19; City report—P21.

MERCURY PROFITS: Cable and Wireless, which owns Mercury Communications, the only serious rival to British Telecom yesterday announced a 25 per cent jump in half-yearly profits to £109 million on a turnover of £366 million. Details—P21.

Today's Weather: GENERAL SITUATION: Intense low will remain near Iceland and cold front will approach W. LONDON, S.E., E., CEN., S., N.E. ENGLAND, MIDLANDS, E. ANGLES, CHANNEL IS.: Dry, sunny intervals. Wind S., moderate increasing strong. Max. 55P (13C). S.W. N.W. ENGLAND, WALES: Sunny intervals, rain later. Wind S., fresh increasing strong to gale. 54F (12C). S.E. SCOTLAND: Sunny spells, rain later. Wind S., moderate increasing strong. 54P (12C). N. IRELAND: Afternoon rain, clearing later. Wind S., strong increasing gale. 54F (12C). S. NORTH SEA, STRAIT OF DOVER, ENCL. CH. I.: Wind S., force 3 increasing gale. 54P (12C). Moderate becoming very rough. S. GOMER'S CH., IRISH SEA: S. 6-7 increasing gale 8, locally severe gale 8. Very rough. OUTLOOK: Unsettled, windy, rain. Weather Maps—P21.

LATE NEWS: Phone: 01-353 4242. Classified Advertisements: 01-583 3939.

5pc RISE FOR GAS TARIFFS: By Our Business Correspondent. British Gas is planning to raise tariffs by 5 per cent in February to meet Government targets and make a bigger contribution to the Exchequer. "The increases are in line with the pledge by Sir Denis Rooke, chairman, to hold tariffs around the rate of inflation."

ORE LORRIES CRASH: Seven lorries, each carrying 22 tonnes of iron ore in a convoy to Llanwern steelworks, collided into each other on the A4 near Newport, Gwent, last night. One driver was slightly hurt.

## 180 held in student-grant demo battles

By MARGOT NORMAN and JOHN WEEKS

THOUSANDS of students trying to march on Parliament to protest at the Government's latest cuts in education aid brought traffic chaos to central London in last night's rush hour as they battled with police barring the way to Westminster.

At one stage three Thames bridges—Westminster, Waterloo and Lambeth—were blocked by sitting demonstrators.

An RAC spokesman said: "Traffic is at a standstill as far east as Tower Bridge. Most people have given up, they're just sitting there reading the paper."

More than 180 students were arrested for obstruction and assault on police. Organisers said the protest had been non-violent. But one policeman said, demonstrators had used a new weapon—lumps of putty embedded with nails which they hurled at police. Other carried flaming torches, and meat skewers were also thrown.

The demo followed the formation of a parent-student alliance to protest against what the National Union of Students calls an attack on living standards. The Government is to abolish the minimum grant of £205 and introduce major changes in the parental scale of contributions next autumn.

## Doors bolted

Chaos began in late afternoon as thousands of students tried to converge on the Commons from a rally on the South Bank.

Student leaders put the crowd at 30,000. Police said 8,000.

Police, including mounted officers, closed the bridges as part of the permanent ban on protests in the area of Parliament. An attempt by students to scale down a bridge was blocked, but several hundred got across Lambeth bridge, demonstrated in Whitehall and Downing Street.

Police barred and bolted most of the doors in the Palace of Westminster. It took some 20 minutes to reach Westminster from Trafalgar Square, and angry Commons staff trying to get to work protested that the police had overreacted. They found all doors into the Commons locked at one stage.

Despite growing opposition by Tory MPs to the cuts, in response to a tide of protests by constituents, the Education Secretary Sir Keith Joseph gave no hint of reconsideration in a Bristol speech last night.

He said most of the £28 million saved by the cuts would be used to support scientific education. "It was not an easy decision or one we took thoughtlessly, but I believe we had our priorities right," he said.

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## THATCHER TO VISIT REAGAN

By JAMES WIGHTMAN

THE Prime Minister is to visit China, Hongkong and America in the space of just five days next month.

She included America in her itinerary so that she could have talks with President Reagan as soon as possible after his re-election.

She will have talks with Mr Reagan about East-West relations at Camp David, the President's official country residence near Washington, on Dec. 22.

The main purpose of her visit to Beijing between Dec. 18-20 is to sign the joint declaration between Britain and China on the future of Hongkong. She will also have talks with Chinese leaders.

On Dec. 20 and 21 she will be in Hongkong for discussions with the Governor and the executive council about the colony's future. She will also address a joint meeting of executive and legislative councils.

## Paris summit

Our Diplomatic Staff writes: Mrs Thatcher leaves for Paris today for talks with President Mitterrand. The annual Anglo-French summit will cover European security, East-West relations, international economic issues, agricultural and the Common Market.

## POLICEMAN SHOT. DEAD AT HOME

A 56-year-old policeman was shot dead at his home in Kilmorck, South Yorkshire, yesterday, eight days after his wedding.

Pc Patrick Dorkin married Miss Diane Perry, 24, a clerical officer, at Rotherham register office last Tuesday. A woman is expected to appear in court in Rotherham today concerning the police officer's death.



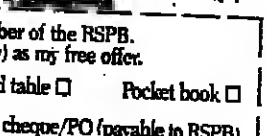
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## Money was moved before strike began, High Court Judge is told

### NUM MILLIONS TRACED TO ZURICH AND LUXEMBOURG

By TERENCE SHAW Legal Correspondent

THE route by which millions of pounds of the assets of the National Union of Mineworkers were transferred to Luxembourg and Zurich was outlined in the High Court yesterday.

Mr Howard Page, counsel for the sequestrators appointed by the court after the union failed to pay a £200,000 fine for contempt, said that, besides the £2,700,000 still frozen in a Dublin bank account, they had now traced and temporarily frozen £4,630,000 in Luxembourg.

A further £503,000 had been traced to a Zurich bank and a move to freeze the money would be made to a Swiss court today.

Mr Page told Mr Justice Nicholas that the money found in Luxembourg and Switzerland was part of the £8,400,000 of union assets that had been transferred to Dublin via the Isle of Man before the coal dispute began.

It had then been traced through a New York bank to the accounts in Luxembourg and Switzerland.

The money in Luxembourg was held in an account at Noh-Financ International, in the names of Mr Trevor Cave, the union's head of administration, and Mr Stephen Hudson, its chief finance officer.

Neither was a trustee of the union's funds, said counsel.

#### Account frozen

Mr Page said that, on the application of the sequestrators, the money in the account had been frozen by order of a Luxembourg judge on Nov. 16.

The sequestrators had also asked the Luxembourg court to appoint a judicial sequestrator who would look after the money as a bona fide trustee until the final determination of the sequestrators' claim.

Last Thursday, said counsel, it appeared that Mr Cave and Mr Hudson arrived in Luxembourg to remove the money held in their names. The bank refused to comply with their instructions because the attachment order freezing the money.

Since then Mr Cave and Mr Hudson had asked Luxembourg lawyers to seek an order from the Luxembourg courts unblocking all the money save for £200,000, the amount of the

thrown out of a car window when the process server was trying to serve them on Mr Heathfield and Mr McGahey.

When the sequestrators last reported to the court on Nov. 8 the judge was told that they had recovered assets totalling £8,174 within the jurisdiction of the court. In presenting his second report yesterday Mr Page told the judge that £6,322 of that was money from the Power Group of the NUM said to be payable to the union. But the Power Group was now contesting whether the money was liable to sequestration and had made it clear they would not hold it to the orders of the sequestrators.

#### 'System closed'

Summarising the sequestrators' activities, Mr Page said the English banking system was now effectively closed to the union in that all banks were on notice that any NUM money received by them had to be accounted for to the sequestrators.

Sooner or later the funds of the union will have to be brought back into this country through the English banking system. At that point they will come under the control of the sequestrators and the funds if not already collected, will be collected at that stage.

Before continuing the hearing in chambers at the request of the sequestrators, Mr Justice Nicholas remarked that it was not merely a question of the fine being met.

The court order required the NUM's funds to be set aside until the union had purged its contempt or until further court order.

The timing of the union's decision to move its funds abroad, which took place months ago and before the strike had scarcely begun, and the subsequent history, compelled the inference that the transfers were carried out in the hope of thwarting any orders that the court might make.

#### Day of reckoning

The NUM and those holding its funds were resisting the sequestrators' efforts to seize the funds. But keeping its funds abroad will "only postpone the day of reckoning," said the judge. It will not affect it.

The more sequestrators spent on tracking down the money, and the more the NUM spent on opposing seizure in the foreign courts, the greater the union's bill would be at the end of the day.

If the union leaders fail to comply with the recent court orders relating to the funds of the union overseas, they face new proceedings for contempt.

#### Thrown from car

It also ordered them to consent to all the assets being held to the sole order of the commissioners, to consent to the banks disclosing all relevant information to them and to sign letters to the banks to that effect within four days.

It was this order and the prepared letter which were



Mr Justice Nicholas: "Day of reckoning only postponed."

### 'CRIPPLING' THREAT TO UNION

By Our Legal Correspondent

THE effect of a sequestration order which the courts are likely to make on the Transport and General Workers' Union if it fails to pay its £200,000 contempt of court fine by Dec. 10 could prove a crippling blow to the union.

Under the general principles of sequestration all the assets and property would normally be frozen and held by sequestrators until the union had purged its contempt and the funds had been released again by the court.

As in the recent cases involving the National Graphical Association and the National Union of Mineworkers, the sequestrators would take immediate steps to notify banks that any union funds in their accounts should be frozen and held to the orders of the sequestrators.

#### Considerable powers

As has been shown in the case of the NUM, the sequestrators also have considerable powers to trace money abroad. Even if they cannot secure its immediate possession, the money can be frozen temporarily and if there is any attempt to bring the money back within the jurisdiction through a bank it will then be seized and frozen.

This means that a union can face difficulties paying its staff and running expenses unless it can make arrangements through other unions or benefactors for payments which cannot be traced and frozen through bank accounts.

#### Separate fund

It is only the assets of the union itself that are subject to the sequestration order. Welfare payments would not necessarily escape the sequestration unless they are arranged through a clearly separate fund where, for example, widows, pensioners or children are the beneficiaries.

Discretionary payments from general union funds could be hit unless the union applied to a court for an order releasing such funds from the scope of the sequestration.

The liability of welfare funds for seizure will normally be examined by the sequestrators when they begin their work. If there is any doubt whether the funds are liable or not to seizure, they can ask the court for a ruling.

### Police in talks to prevent further picket-line clashes

By COLIN RANDALL

MR DAVID EAST, the Chief Constable of South Wales, will tomorrow meet civic leaders to discuss ways of preventing further clashes between police and pickets at the Merthyr Vale colliery near Aberfan, Mid-Glamorgan.

Mr East estimates that 34 officers in his force have been hurt in incidents outside the pit since Nov. 5.

He said he "wholeheartedly welcomed" any move to limit numbers to six pickets and two officers at any pit entrance.

A Coal Board spokesman had said picket line violence would immediately decrease if the National Union of Mineworkers observed TUC guidelines limiting the number of pickets to six at any workplace.

A South Wales spokesman for the union said: "It would be our executive to decide on any reduction in picketing in response to a reduced police presence."

"But the NUM certainly welcomes any discussions with the South Wales police force which are intended to defuse the present difficult situation and stop the slide towards violence."

Mr East blamed the recent escalation of tension at certain collieries on an "irresponsible few to whom stone throwing and violence mean more than the law."

He added: "For nine months

of this dreadful dispute, local Welsh policemen have managed to keep the temperature down in South Wales. Equally I pay tribute to the vast majority of miners on strike who have behaved in a most responsible manner."

The Chief Constable and Chief Supt. Glyn Rogers, the divisional police commander, will meet members of the Merthyr Tydfil Borough Council's policy and resources committee. Of its 33 members, 29 are Labour and four independent. Two of the Labour councillors are striking miners.

The Rev. Bill Morgan, the council's Labour leader, an Anglican vicar and former miner, said last night that although the authority supported the union's cause, it utterly opposed "violence" whether against miners or policemen or policemen.

"The idea of the meeting is to try to reach agreement on a much more bearable and sensible situation."

"I would not dream of trying to negotiate levels of pickets or police since these are matters for the NUM and police authorities."

### Pit strike statistics

COAL BOARD regions gave the following figures yesterday for pits working and on strike, and the number of miners working. These figures do not take account of "new starters" at coal products plants, and returning clerical staff.

Region	Normal working	Some coal	Min. working on strike	Pit on strike	Min. returning	Total working	Work. force
Scotland	—	2	10	—	78	2,129	12,500
N. East	—	—	15	2	51	3,009	20,200
N. Yorks	—	—	10	2	11	551	13,000
Doncaster	—	—	13	—	10	407	13,200
Barnsley	—	—	14	1	23	1,588	15,800
S. Yorks	—	—	7	—	53	4,597	10,000
N. Derbys	25	—	—	—	—	28,500	50,000
S. Midlands	7	4	—	—	2	8,100	8,558
Western	10	—	—	—	16	11,051	12,000
S. Wales	—	—	7	21	2	127	19,600
Kent	—	—	—	—	—	110	2,114

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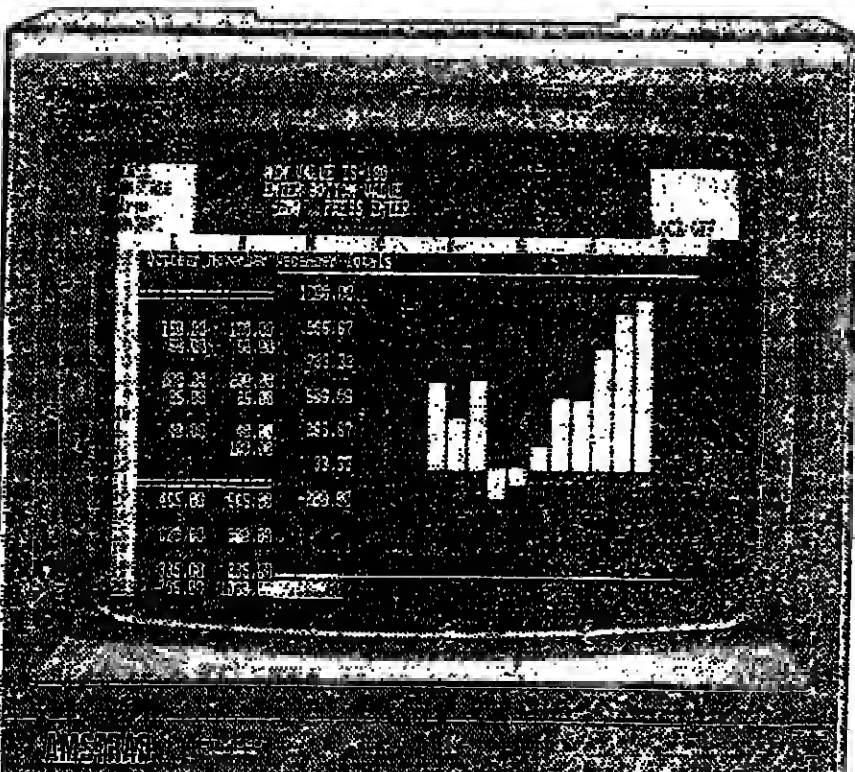
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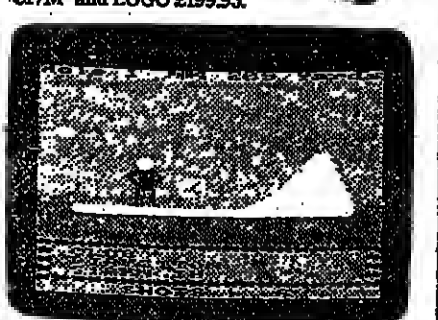
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DTS







# FRENCH SUMMIT WITHOUT TEARS FOR THATCHER

By JAMES MACMANUS in Paris

FOR the first time in years, British and French leaders who meet for their annual summit at the Elysee Palace tonight do so free from acrimony over the EEC budget.

President Mitterrand's skilful diplomacy at Fontainebleau last May resolved the 'question of Britain's contributions to the Community budget' and went a long way towards satisfying Whitehall over EEC expenditure on agriculture.

This has cleared the way for what both British and French officials in Paris view as a "cosy and workmanlike" meeting between the French leader and Mrs Thatcher.

Although there are no immediate clouds in the European sky, Mr Mitterrand will certainly look to the British leader for support on the question of Spain's impending entry to the Community.

Paris takes a dim view of the enlargement of the EEC, especially since British membership will pose awkward problems for the French wine industry.

## Concept of union

Characteristically, the French government likes to test the European commitment of its partners at such summits, and Mr Mitterrand can be expected to raise the misty concept of European union to do so.

In fact Paris is no more keen on a tightly united Europe than London, and it is unlikely that Mr Mitterrand will get much more out of Mrs Thatcher than a polite expression of interest in greater political co-operation.

But the two leaders are said to get on well personally, and their summit will be more relaxed than has been the case for almost a decade.

Mr Mitterrand is regarded as the most Anglophile occupant of the Elysee since the advent of the Fifth Republic in 1958. And he is said to have enjoyed his ceremonial visit to London last month very much.

The incident over the planting of a bomb in the grounds of the

# EEC fails to agree on Spain and Portugal

By ALAN OSBORN Common Market Correspondent in Brussels

THE 10 Common Market countries failed again yesterday to agree on the terms to offer both Spain and Portugal for their entry into the Community.

Dr Garrett FitzGerald, the Irish Prime Minister, is to visit Rome, Paris and Bonn in the next few days to try to reach a solution.

Ireland, as the President of the EEC, wishes to see agreement at the Community summit next week, but the chances of this are not great.

The major problem is money. Neither France nor Italy wants to see the introduction of cheap Spanish table wine into the Community.

But there is serious dispute within the Ten over how excess production should be controlled.

## Sugar cut-off

The Italians strongly oppose French ideas for cutting back production via quotas. At the same time the Germans are opposed to ideas that production is controlled through a cut-off of sugar distillation.

The dispute over wine production overshadowed other major problems yesterday concerning Spanish and Portuguese entry into the Community.

There is a major problem over fisheries. None of the major EEC fishing countries — Britain, Denmark, France, Germany and Ireland — are willing to allow the easier Spanish fleet entry into EEC waters.

They are backing a plan to postpone Spanish fishing entry into the Community for as much as 10 years after Spain's accession, but this has not been officially joined to the Community. A five-point plan which EEC members attempted to reach

# EEC may sue U.S. over steel curbs

By JOHN LICHFIELD in Brussels

THE Common Market is to consider retaliatory action against United States imports following a decision by Washington to ban all EEC export of steel pipes and tubes for the rest of this year.

Viscount Davignon, EEC Industry Commissioner, said yesterday he would ask member governments to launch legal proceedings against the United States Government through the General Agreement on Tariffs and Trade.

The Reagan Administration said on Tuesday it had rejected an EEC offer to limit its pipe and tube exports to 7.6 per cent of the United States market.

Washington said it would instead impose unilateral controls on the EEC trade, including a ban on all imports next month and a 5.9 per cent limit for next year.

## Brussels anger

Undisguised anger in Brussels has been fuelled by the fact that the 7.6 per cent limit rejected by Washington was informally agreed in talks between Brussels and the United States Government earlier this month.

Viscount Davignon played down suggestions that this would signal the start of a new trans-Atlantic trade war. But he later told a European Parliament committee that the EEC would do everything in its power "to ruin the United States up the wrong way."

The Washington curb will mainly affect West German, Italian and French steel producers.

Viscount Davignon said the EEC would seek approval through GATT for Common Market restrictions on a range of United States exports equivalent in value to the threatened steel sales.

## U.S. WARNING

'Less patience'

OUR WASHINGTON STAFF reports: The American trade representative, Mr Bill Brock, who announced the EEC steel curbs, also said that the Administration would have "a good deal less patience" with what it saw as unfair trade practices by foreign governments.

Mr Donald Trautman, chairman of the American Iron and Steel Institute, said: "We agree completely with the decision."

## 'PLOT TO BLOW UP EMBASSY'

### FOILED

By Our Rome Correspondent

A public prosecutor has begun questioning seven Lebanese men on charges of planning a "suicide" attack on the American Embassy in Rome. They were said to have previously behaved "impeccably" as students in Perugia.

"If we had not got on the track, it could have been a massacre," said a detective heading an international inquiry. Muslim fanatics are said to have sneaked into Italy with the aim of using a lorry filled with explosives to blow up the Embassy in the elegant Via Veneto in a manner reminiscent of the Beirut outrages.

The seven Lebanese are suspected of being members of the extremist Jihad Islamica organisation. Another arrest was made in Zurich as inquiries widened.

## KENNEDY ATTACK ON U.S. POLICY

By Our New York Staff

Senator Edward Kennedy assailed the Reagan administration's policies on South Africa in a speech at the African-American Institute's 30th anniversary dinner in New York.

He said that since President Reagan began his first term the government had adopted a stance of "constructive engagement" with South Africa. "In the eyes of most black Africans it has made America a collaborator in oppression," he added.



David Gower (right), England captain, and Mike Gatting, vice-captain, wearing black arm bands with other members of the team as a mark of respect for Mr Percy Norris, the assassinated British Deputy High Commissioner in Bombay, as they waited to bat in the first Test against India yesterday. Mr Norris entertained the team at his home the night before he was shot while being driven to his office. Michael Carey—P33.

# No post open 'worthy of Mrs Kirkpatrick'

By RICHARD BEESTON in Washington

PRESIDENT REAGAN says that when he meets his retiring Ambassador to the United Nations, Mrs Jeane Kirkpatrick, in the White House this week, he will have no new post to offer in his Administration "worthy of her."

Mrs Kirkpatrick says she is determined to resign when the current United Nations General Assembly ends.

She made it clear the only job she would take as Secretary of State, Secretary of Defence, director of the CIA, or the President's National Adviser.

## 'Burns people out'

Despite strong pressure from the Right-wing of the Republican party to keep the bar-hitting Mrs Kirkpatrick in Government, Mr Reagan has asked all the four incumbents to stay on to the second term.

The President, in an interview published yesterday in the WASHINGTON TIMES, said he had urged Mrs Kirkpatrick to stay on at the United Nations because he valued her abilities and her great intelligence. But that the United Nations job had "a way of burning people out."

Mr Shultz, Secretary of State, was reported to have said he would not stay on if Mrs Kirkpatrick who takes a particularly tough line in Latin America and the Caribbean, was to leave. The Argentine junta at the outbreak of the Falklands war, were given the national security post now held by Mr Robert McFarlane.

MI6's uncertainty

In the interview, Mr Reagan said that six ships, possibly with a cargo of Soviet MIGs, were en route to Nicaragua, and that the United States was in touch with the Soviet Union about the matter.

He said that although he was not sure the ships were carrying MIGs, there was evidence of MIG aircraft and crates that contain MIGs.

"We've made it plain that we're not going to sit quietly and accept that," said Mr Reagan. "That would just be the crowning thing, to have those high-performance planes representing a threat to the area and the hemisphere."

"We're keeping watch on what's there. We're not going to raise Cain over a purely domestic cargo, but we are in contact with the Soviet Union."

## PERU 'EMERGENCY'

A nationwide state of emergency was declared in Peru yesterday and civil rights were suspended in an effort to control or stop a 24-hour general strike against austerity measures and "human rights abuses."

Reuter, UPI.

## CHOLERA KILLS 40

Cholera has killed 40 people in North-western Tanzania since the first outbreak last week, the government-owned DAILY NEWS reported yesterday. Between Tuesday and Saturday last week 46 new cases were reported.—AP.

## STOUT DECISION

Austria's smallest brewery, Braubaus Nussdorf, intends to produce a dark beer dubbed Sir Henry's English Stout. The brewery opened eight weeks ago in a former wine cellar in a Vienna suburb.—Reuter.

# REAGAN IS SILENT ON 3-TIER TAX

By RICHARD BEESTON in Washington

PRESIDENT REAGAN is at present standing aloof from the Treasury's sweeping tax simplification plan.

The Treasury Department proposes to restructure America's revenue system in a way that would affect all income tax paid by both citizens and corporations.

The plan, which the President ordered a year ago, is being viewed with considerable suspicion in Congress.

"It would take the President's support for the push it needs to get through Congress," said Mr Robert Michel, the House Republican leader, after a briefing from Mr Donald Reagan, Treasury Secretary.

## 'Trial balloon'

"If this is just Don Regan's trial balloon since the Hindenburg," said Mr James Jones, the house budget committee chairman. After the plan was unveiled on Tuesday, Mr Reagan said he was not prepared to tell anyone his views "because no decisions have been made."

The plan would replace the present 14 individual income tax brackets with only three: 15 per cent on taxable income up to \$19,300 (£16,140); 25 per cent on income from there to \$38,100 (£31,850); and 35 per cent on all remaining.

The proposal would increase the personal exemption for each tax payer and dependent from the present \$1,000 (£836) to \$2,000 (£1,672). The point below which no income taxes are paid would be raised from the present \$3,070 (£2,548) to \$11,800 (£9,867), thus cutting the taxes of the poor.

## \$38bn revenue cost

While lowering tax rates generally, the plan would eliminate the ability of Federal tax payers to declare their state and local taxes as deduction on their Federal income tax returns.

These deductions at present cost the Federal government \$38 billion (almost £32 million) in taxes.

Most American taxpayers pay state and local taxes as well as the larger Federal tax. These taxes average about six per cent of income for a four-member family with an income of \$25,000 (£20,905).

Half a dozen states impose no state income tax. State and local taxes are usually highest in the big cities.

## SAFE ESCAPE

By Our Staff Correspondent in Bonn

An East German married couple escaped unhurt on Tuesday night over elaborate border fortifications to the West German state of Lower Saxony. West German frontier authorities in Hanover reported yesterday.

# Jogger clue to envoy's killers

By DAVID GRAVES in Bombay

INDIAN police hunting the killers of Mr Percy Norris, Britain's Deputy High Commissioner in Bombay, narrowed their hunt last night to two men of Middle Eastern appearance.

They acted after receiving fresh information from a jogger who was running past the ambush scene and told detectives that the gunmen were either Arabs or Iranians.

Earlier an extremist Moslem group, the Revolutionary Organisation of Socialist Muslims, claimed responsibility for the killing in telephone calls to news agencies in London and Paris.

A spokesman at the British Deputy High Commission in Bombay said: "The police have told us that they are looking for these men and, obviously, their description seems to tally with the group which has claimed responsibility."

## Track suits

Mr Norris, 56, a father of two, was shot dead as he was being driven to his office in Bombay on Tuesday morning.

The jogger, described by police as their most reliable witness, and whose identity they kept secret, told detectives that both assassins were faded dark blue track suits with white piping. They were both said to be well-built, with neatly cropped dark hair, and aged around 27 or 28.

Their description was circulated to all airports and ports in India, in case they attempted to leave the country. Roadblocks were set up on all roads out of Bombay, and police raided at least 40 hotels in the south of the city, where they could have been hiding out.

Mr R. V. Dhond, Bombay's Assistant Commissioner of Police, said urgent inquiries had been started to discover what links, if any, the Revolutionary Organisation of Socialist Muslims had in India's second-largest city.

## British jail

The little-known extremist Moslem group apparently wants the release of a number of men jailed in Britain for trying to kidnap Mr Aron, Israeli Ambassador in London in 1982. It has also claimed to have killed a British Council official in Athens earlier this year.

Armed police were on duty yesterday outside the Deputy High Commission, on the second floor of an office block above a bank, and most of the staff wore black ties.

A condolence book for visitors was opened, and the first person to sign it was Mr Vasanthrao Patil, Chief Minister of Maharashtra.

The touring English cricket team, which had attended a reception in Bombay hosted by Mr Norris only 12 hours before he was murdered, began the first Test against India at the Wankhede Stadium in the city yesterday.

It was decided to continue with the match despite the assassination and the possible emotional after-effects among the players, who had enjoyed the diplomat's company so soon before his death.

Both sides wore black armbands, the Indians in memory of Mrs Gandhi's assassination, and the crowd and teams stood in silence for two minutes before the match began.

# U.S. Congress team joins calls for more Ethiopia aid

By R. BARRY O'BRIEN in Addis Ababa

THE United States Congressional Committee added its voice in Addis Ababa yesterday to calls for increased famine aid for Ethiopia and spoke of better relations between Washington and Ethiopia's Marxist military regime.

"The message we are taking back to the United States is that the people of Ethiopia need a lot more help," said Mr Mickey Leland, chairman of the Congress Select Committee on Hunger.

Mr Leland, Democratic representative from Houston, Texas, said his committee would also take home the message that the Government of Ethiopia was "willing and very much delighted to work with us as a country."

"The Ethiopian leader, Lt-Col Mengistu, wants to develop much better relations between our countries in order that not only we solve the problems in the short term, but also that we look forward to a strong working relationship in the future," Mr Leland said.

Eight members of the committee, led by Mr Leland, returned to the United States yesterday after a four-day visit to Ethiopia during which they had a 30-minute meeting with Col Mengistu and saw the plight of famine victims in the drought-stricken provinces in north Ethiopia.

Warehouses emptied

They also went to the Red Sea port of Assab, Ethiopia's main entry point for famine relief food shipments, where a speed-up in the handling of grain cargoes has emptied port warehouses of emergency food stocks.

Mr Leland said the meeting with Col Mengistu had raised hopes that the Ethiopian Government would soon resolve the question of compensation for owners of \$30 million worth of American property in Ethiopia, nationalised after the 1974 revolution.

The issue has to be resolved to make Ethiopia eligible under American law for long-term development aid.

## Shipment diverted

Mr Leland said the committee had alerted President Reagan in a cable from Addis Ababa of "a very urgent and

very emergency situation" about the impact as a result of a gap in food shipments next month.

In response to their cable, an American shipment of 10,000 tons of grain, on its way to India, had been diverted to Ethiopia and should arrive there in two to three weeks—just in time to provide at least a survival level of food for the people who are suffering so tremendously.

Mr James Grant, executive director of the United Nations Children's Fund, who also left Addis Ababa yesterday after a two-day visit to Soviet areas, said a million small children up to the age of four were seriously at risk in Ethiopia and 360,000 would die in the next 12 months.

The survivors would form a generation stunted both physically and mentally as a result of the tragedy, they had gone through.

"Probably at least 500,000 children will bear a significant permanent impairment through life and this is a heavy burden for a country to bear," he said.

## UNEQUAL EFFORTS

Praise for R.A.F.

OUR DIPLOMATIC STAFF writes: Mr Timothy Raison, Minister for Overseas Development, who returned from Ethiopia on Tuesday, said yesterday there were signs of improvement in food distribution, but not everyone involved was making equal efforts to help.

While R.A.F. planes were flying three sorties a day to ferry grain to outlying areas of the country, Aeroflot planes of the Soviet airline appeared to be the most of their time sitting on the ground, "possibly making one trip per day."

Mr Raison said the Soviet planes appeared to be concentrating on helping in the controversial resettlement programme by flying people from the politically-routled north to southern Ethiopia.

He said local organisers appeared impressed by the willingness and efficiency of the R.A.F. crews. "Our contribution is quite an impressive one. We have very much taken the lead recently, and the Ethiopians are absolutely awed by the extent of the popular response in Britain."

# Czech who 'spied on CIA' held in U.S.

By IAN BALL in New York

A BIZARRE spy case involving a Czech who allegedly was trained by his country's intelligence service to infiltrate the CIA after he had arrived in the United States, posing as an anti-Communist refugee, was unfolding in New York yesterday.

Karl Koecher, 50, was arrested with his Czech-born wife, Hanna, as they were preparing to fly to Zurich. The couple had just sold their Manhattan apartment for \$218,000.

Koecher was charged with feeding CIA secrets to his sympathisers in Prague. His wife, who allegedly acted as a courier, was not charged, but is being held as a material witness.

The FBI said that Koecher had been trained by Czech intelligence from 1963 to 1965. He was sent to the United States as a "sleeper" agent, a spy under instructions to lie low until the moment came for him to be "activated."

Security clearance

In 1973, according to the FBI, he followed instructions from a "penetration" agent, the CIA by gaining employment around February, 1973. He held a security clearance and had access to classified national security information.

"He passed to the Czech intelligence service classified material, information and CIA personnel identifications," the FBI said.

Koecher had become a naturalised American citizen before obtaining his CIA job. Federal officials declined yesterday to say how an immigrant from East Europe obtained the kind of clearance that gave him access to sensitive materials, including the names of CIA agents abroad.

But they pointed out that

## Luxury flats

Koecher and his wife were arrested at a 32-storey luxury block of flats on Manhattan's East Side, where their neighbours included Ivan Lendl, the Czech tennis star, comedian Mel Brooks and his wife the actress Anne Bancroft, Tommy Tune, the dancer, and Twiggy.

He made no secret of his past links with the world of espionage, describing himself as "consultant on national security matters and international technology transfers. Intelligence Analyst with U.S. government."

## KAMPALA BLAST

Security was tightened around Uganda's capital, Kampala, yesterday after explosion in the city's shopping centre the previous day. The fourth blast in a week. Troops and secret service men patrolled the almost deserted streets after ordering shops to shut.—AP.

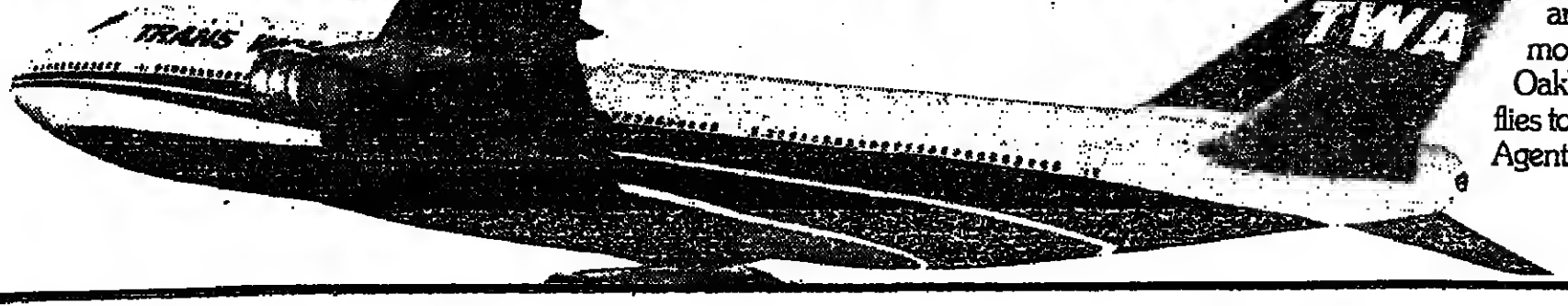
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## RELUCTANT ARAFAT STAYS ON AS LEADER

By JOHN BULLOCH in Amman

IN a scene reminiscent of the ritual of dragging the Speaker to the chair of the House of Commons, Yasser Arafat was persuaded yesterday to continue as leader of the Palestine Liberation Organisation.

In a protracted and closed night-time session of the Palestine National Council in Amman, Arafat spoke bitterly early yesterday of criticism of his leadership.

At each session of the Council, he said, he and members of the executive committee, the cabinet of this "parliament in exile" formally tendered their resignations. This time he meant it.

Criticism of his visit to President Mubarak of Egypt when he and the ramp of his army were expelled from northern Lebanon had hurt him most, he said. He was also affected by the actions of Palestinian factions in Damascus which had turned against him.

Seven hours after the protracted night-time meeting, the agenda at the full Palestine National Council meeting was abandoned as the Speaker and his Deputy used the rostrum in appeal to Arafat to withdraw his resignation.

**Half-lifted, half-pushed**  
Arafat, who became chairman of the PLO in a series of neat political manoeuvres 20 years ago, sat silent in the third row back. And then from the balcony came a group of elderly men in traditional Arab garb.

Many of them had fled from the West Bank 30 years ago. A few had been deported by the Israelis more recently.

All had one objective: to keep their hero Arafat as their leader. They half-lifted, half-pushed the unresisting PLO chairman from his seat in the audience to the platform. His security men were apparently powerless to withstand this gentle onslaught.

Arafat, pistol at his belt, and wearing a black-and-white checkered headscarf that concealed the baldness betraying his years on the long revolutionary march, went reluctantly to the Speaker's lectern.

Then, flanked by Sheikh Abdel Hamid al Saeb, the newly elected Speaker and by other officials, he launched into the expected impromptu speech.

He recalled the bombs and guns of the Israelis in Lebanon. Now, he said, people were letting off bombs in Amman — one exploded during the night outside a PLO office, and a second during yesterday morning.

**'A bomber waits ...'**  
Worse, a Libyan Sukhoi plane loaded with bombs was standing by at the eastern Lebanese airfield of Rayek — in Syrian-controlled territory — ready to strafe the conference hall itself. Only constant patrols by the Jordanian Air Force had foiled it.

But it was not the machinations of his enemies which had induced Arafat to submit his resignation. Rather it was the strictures of his friends and colleagues.



Yasser Arafat in Amman yesterday.

"I felt that perhaps I was impeding the march of the Palestinian revolution," he said. "I wanted to submit my resignation on the first day of this meeting, but was persuaded not to do so while King Hussein was here."

Then, when there were free exchanges back and forth during the political committee, I did put in my resignation. "But you, the members of the Palestine National Council who represent the legitimacy of the Palestinian people, you are the ones who can decide: you can say Abu Ammar go, or Abu Ammar stay."

**Less than a tragedy**  
Not slow on a cue, the assembled delegates picked up the chant of "Abu Ammar stay" as Palestinian women in traditional dress intoned from the wings, a Greek chorus at something less than a tragedy.

A standing ovation, more kisses than in 10 episodes of a soap opera, and the crisis was over. "I have no house, I am a soldier of the revolution," Arafat said. "I am the last to disobey orders."

With a final flourish about having his ashes buried in Jerusalem, whose church spires and minarets he saw in a vision during the darkest days in Lebanon, Arafat, it appeared, had responded to the popular demand for his continued presence at the head of the movement.

Later, the executive committee was re-elected with Arafat at its head but with minor changes consequent upon the defection of small Palestinian groups under Syrian influence.

More importantly, relations with Jordan were left to this new committee to arrange. In effect, that gave Arafat and his colleagues the go-ahead to discuss with the Jordan Government King Hussein's call for a united Jordanian-Palestinian initiative.

"We are against terrorism everywhere in the world," he said at a joint Press conference in Damascus with President Mitterrand, who yesterday completed a two-day visit to Syria, the first by a French President since Syria became independent in 1945.

President Assad rebuked the French Press for alleging Syrian involvement in the killings and insisted that his Government had had nothing to do with terrorist acts in France.

The Syrian leader's presence at the Press conference had not been scheduled and seemed to indicate that despite the general vagueness of their declaration, the French and the Syrians were beginning to get on better together.

Both called the visit the beginning of a return towards a more harmonious climate.

**Deep divergence**

But neither hid their deep divergence on most problems including the Lebanon, Israel and the Iraq-Iran war, in which Syria and France support opposing sides.

President Assad accepted that France had special ties with Lebanon and acknowledged that despite their closeness, Syria and Lebanon were independent states.

He called again for the evacuation of Israeli troops, the removal of the Israeli-created South Lebanon Army and said that since the Lebanese Army itself was not yet strong enough, the southern border area should be policed by the United Nations force.

Both leaders sidestepped their disagreements over the Palestine Liberation Organisation. France has supported Yasser Arafat while Syria, host to a rival extremist faction, has expelled him.

## New Zealand wants more flights

By Air Cdre G. S. COOPER  
Air Correspondent in Auckland

NEW ZEALAND is pressing Britain to approve more flights between London and Auckland next year, but Air New Zealand's expansion plans are facing resistance from British Airways and the Transport Department in London.

Mr Norman Geary, Air New Zealand's Chief Executive, said in Auckland yesterday he was confident that Britain's objections to his government-backed application to run three flights a week to Heathrow Airport instead of two would be overcome.

The airline, he said, had developed the Auckland-Los Angeles-Gatwick service with considerable success in competition with the British Airways twice-weekly flights on the eastern route via Australia.

He did not share the doubts about attracting more passengers. Traffic forecasts justified more flights.

**More visitors**  
Last year 40,000 Britons visited New Zealand, of whom 21,000 came to see relatives or friends. The annual growth rate in British visitors is steady at 4½ per cent.

The main growth in traffic is coming from North America and Japan.

In the year to August, 542,146 people visited New Zealand, which has a population of only 3,300,000. A million visitors a year by 1990 is considered an achievable target by the country's tourist industry.

## Mirage challenge may cost Britain £1bn Tornado deal

By JAMES MACMANN in Paris

POWERFUL French competition may cost Britain a £1 billion contract to supply advanced aircraft to the Saudi Arabian Air Force.

"The odds are 50-50," a well-placed military source said yesterday in Paris.

The Saudi Arabian government is due to make a decision early in the New Year on a contract for about 60 Tornado fighters, made jointly by Britain, West Germany and Italy, and the all-British Hawk trainer.

Initially Riyadh had favoured the Tornado-Hawk package, but now the Saudis are reported to be wavering under high-pressure salesmanship from the French Defence Ministry to buy the Mirage 2000.

In a number of tests the Mirage 2000 has proved no match for the Tornado with its advanced avionics and variable geometry wings which enable it to fly blind at very low levels, and in all weathers.

**Swing deal**

The much lighter Mirage carries less on-board avionics and lacks the capacity to penetrate hostile airspace in all weathers.

In addition, the Dassault-built fighter has suffered a number of problems with its French-built radar system which have yet to be ironed out. Despite these problems the

late French intervention in the Saudi Air Force spree may yet swing the deal away from Britain and her European partners.

This would effectively finish major British participation in the lucrative Saudi arms purchases and end related deals to other Arab countries.

If Saudi Arabia does opt for the Tornado, Riyadh has pledged to underwrite the sale of a squadron of the aircraft to Jordan, as well as ground-based air defence equipment such as Blowpipe or Javelin missiles.

**String of contracts**

The strength of the French challenge is based on the string of recent defence contracts that Paris has managed to place in Riyadh. These include a £1.5 billion deal to supply the Saudi Arabian Navy with a fleet of coastal defence vessels and warships signed in 1980.

Previous French contracts covered the Saudi Arabian Army's entire armoured vehicle needs, including the sale of 1,000 A-MX 30 tanks, as well as helicopters.

Military sources in Paris say the reason for these successes lies in the tight control the French Defence Ministry exercises over all defence industries, and the single-minded direction it gives to the sale of armaments abroad.

## AUSTRALIA LIBERALS RECOVER

By DENIS WARNER in Melbourne

WHILE the public opinion polls taken last week-end continue to show a swing to Labour other indicators point to a significant recovery by the Liberals since the television debate on Monday night between the Prime Minister, Mr Hawke, and the leader of the Opposition, Mr Peacock.

The consensus is that Mr Peacock had a clear win in the debate, and yesterday an enthusiastic lunchtime crowd of about 1,000 turned out to hear him in the marginal seat of Barton in Sydney's southern suburbs.

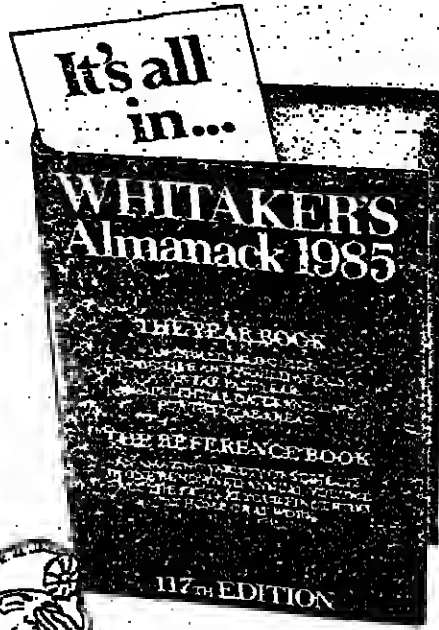
It was the biggest crowd Mr Peacock has drawn since the opening of the campaign. His speech was punctuated with applause as he sought to capitalise on the result of Monday's television debate.

No less encouraging for Mr Peacock were the results of the Liberal's polls which suggest a marked improvement in its prospects in several marginal seats.

Mr Hawke has been on the defensive since the debate. No one suggests that Mr Hawke is about to lose the election, but the gap has begun to narrow in a way that did not seem remotely possible a week ago.

### 10 STRIKE DEATHS

At least 10 people were killed in a spate of shootings and bombings after bus drivers went on strike in the southern Philippine city of Davao, local police said yesterday. The strike was in protest against government economic policies.—Reuter.



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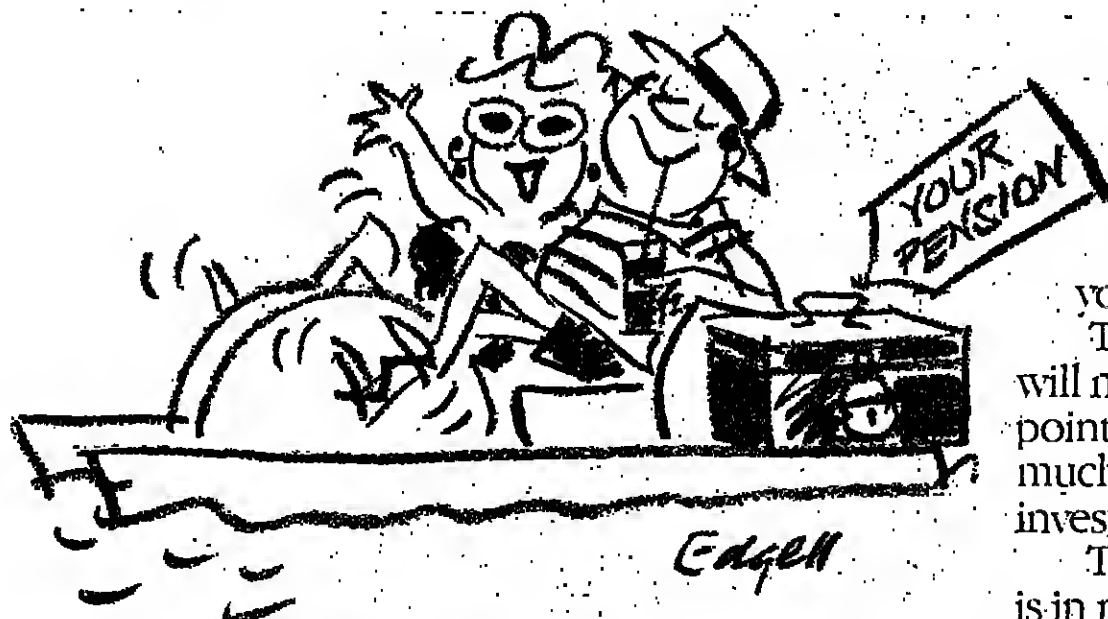
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contributions to an occupational scheme are usually quite a bit more than yours, this is quite a drawback.

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For instance, the Pru believes that the present pensions structure could be adjusted to allow a considerable degree of 'portability'. The Government, on the other hand, proposes a radical re-shaping which we are certain would create needless extra costs.

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For your free copy of "The Pru's views on 'portable' pensions", telephone: Teladata 01 200 0200, or write to Prudential (GP), Freepost, London EC1B 1PD. Please be clear — this is a booklet for your information. There will be no follow up by the Prudential.

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It all depends — on a number of things, including how much you're prepared to contribute towards your pension.

So what, broadly speaking, is the Government proposing?

### The main proposals

You will no longer be compelled to belong to your employer's pension scheme. Instead, you'll be able to take out your own pension scheme and move it with you from job to job. What has become known as a 'portable' pension which is personal to you.

Of course, you may decide to leave things as they are and stay inside your employer's scheme. And, to be frank, we think most people are going to, because a good occupational scheme will still be the best solution for the majority of employees.

### And some drawbacks

If, nevertheless, you opt for a 'portable' pension, your employer won't have to go on contributing directly towards it. Since his

## France & Syria show signs of harmony

By MICHAEL FIELD in Damascus

PRESIDENT ASSAD yesterday denied that Syria had anything to do with the murder of the French Ambassador to Lebanon in 1981 and the terrorist killing of 58 French soldiers in Beirut last year.

## SYRIA SEEKS NEW ARMS SUPPLIERS

By MICHAEL FIELD in Damascus

SYRIA, Russia's leading client State in the Middle East, is seeking to diversify the sources of the weapons it needs for its expanding military establishment.

The Syrian Armed Forces are at present almost totally equipped with Russian arms, aircraft and other hardware. There are 5,000 Russian advisers in the country, according to Western sources.

Recently, however, the Syrian authorities have approached a number of Western countries, including Britain, with a long shopping list.

Britain has reportedly treated the Syrian move with caution, not because it believes Syria to be a Soviet satellite, but for a number of other reasons.

Among the weapons valued at many millions of pounds are the sort which could do real damage to neighbouring countries and would be lethal in the hands of terrorists.

Despite President Assad's denial yesterday that Syria is involved in terrorism, this involved in the definition of the word, Damascus is a base for a number of extremist Islamic groups, including Shiite Moslems.

Though the acts of these "national resistors" as Assad calls them, are committed outside Syrian territory and are well cut off from any provable Syrian connection, the able Syrian remains there is a suspicion remains: there is a Syrian involvement.



## GILMOUR ATTACKS GOVERNMENT FOR JOBS 'DRIFT'

By JAMES WIGHTMAN Political Correspondent  
TWO Conservative former Cabinet Ministers, Sir Ian Gilmour and Mr David Howell, yesterday called on the Government to take new action to curb unemployment.

Sir Ian advocated some controlled reflation, and Mr Howell suggested that Britain should enter the European Monetary System.

Sir Ian, who has been a persistent critic of the Government since he was dismissed as Deputy Foreign Secretary by Mrs Thatcher in 1981, said: "Economically the Government is drifting, and no amount of confident assertions that the economy is on course can conceal that fact."

He told a meeting of the commercial and economic committee of the Engineering Employers' Federation: "A belief in markets is not enough. A National and international strategy of cautious expansion is needed."

Sir Ian, M.P. for Chesham and Amersham, also said: "The fundamental reason why unemployment has gone on rising inexorably during the last few years is that the Government has given unemployment far too low a priority."

His speech contained similarities to one from Mr Walker, Energy Secretary and the Cabinets surviving "wet" last week, and one which Mr Heath is to make to the Peel Society at Tamworth tomorrow.

Sir Ian said that, despite the

Government's claims, the economy was not going well. Not only had the rate of growth fallen, but the balance of payments had deteriorated by some £11 billion between 1981 and 1984.

Mr Howell, M.P. for Guildford, who was addressing West German industrialists and investment managers in Frankfurt, said that salvation was not to be found in a major public spending boost, whether carried out or undertaken by each European country individually. But he added that "a modest fiscal stimulus might be desirable now that the American recovery is easing."

### EMS call

Mr Howell, a former Energy Secretary, also said that the crumbling of the miners' strike would provide a major boost to investment confidence, which would help unemployment.

On his suggestion that Britain should join the European Monetary system, he said: "The time is now ripe to do so."

"Sterling would come to an attractively competitive rate vis-à-vis the Deutsche mark and the European currency and trade bloc would be healthily strengthened."

## Re-think over televising of Commons

By VALERIE ELLIOTT Political Staff

MINISTERS and M.P.s are looking again at the prospect of televising proceedings in the Commons, following the decision by the Lords to allow a six-month experiment with television cameras in the chamber.

There is a cautious optimism now that after closely studying the six-month experiment in the Lords, M.P.s in might now agree for a similar trial period. M.P.s are however not going to be press-ganged into something just because peers have voted in favour.

### Question of funds

However, what many M.P.s appear to have discounted is the extent to which public reaction could sway the Commons in favour of televising. If selected clippings of Lords debates prove popular, there will be considerable pressure from viewers to watch their own M.P.s.

A major problem which could arise, however, is if the Lords decide they are in favour of permanent broadcasts from the Chamber, by television companies decide they cannot afford to fund it.

Any Government funding would have to be sanctioned by M.P.s who are certain to be reluctant to pay for equipment for the one House.

M.P.s last voted on the issue in November 1983, on a Bill put forward by Mr Austin Mitchell, Labour M.P. for Great Grimsby. The move was backed by 164 votes to 139, but stood no chance of getting further through the House.

Editorial comment—P18

## LABOUR PARTY 'GULLIBLE'

By Our Political Correspondent

DR OWEN, S.D.P. leader, yesterday accused Mr Kinnock and Labour colleagues of "swallowing hook, line and sinker the propaganda line" of President Chernomko about nuclear disarmament during their visit to Russia.

Addressing American correspondents in London, he said: "There is nothing new in what President Chernomko said. The only thing that is new is the inability of the Labour Party and the apathetic response of British union makers that absorbs this latest twist in Labour's retreat from the proper defence of Britain with an air of resignation."

Dr Owen, who as Labour Foreign Secretary visited Russia for talks in 1978, said: "The gullible who want to believe that unilateralism is a respectable policy and will search for any excuse to justify it, have a sigh of relief."

### Facts ignored

"But what is sad is the absence of any sense of anger or shame that the delegation should be allowed to get away with advocating two contradictory positions. The Labour Party hand over backwards to co-terminus reiterate their commitment to Nato."

"Verbal support for Nato has become the fig leaf to cover up the nakedness of unilateralism. They ignore the fact that Nato is a collective organisation in which obligations and responsibilities are accepted by all member states."



The Vauxhall Astra GTE hatchback.

## Astra Car of Year

By JOHN LANGLEY Motoring Correspondent

GENERAL MOTORS has won the Car of the Year award for the first time with its new Opel Kadett small car range, which is assembled and sold in Britain as the Vauxhall Astra.

An international jury of 55 leading motoring writers from 16 European countries gave the Kadett/Astra a clear lead with 326 points against 261 for the runner up, the Renault 25. The Lancia Thema came third with 191 points while the Honda Civic range in fourth place with 178 points achieved the highest ranking so far by a Japanese car.

### ales boost

The new Spanish Seat Ibiza hatchback, with a Porsche designed engine, was close behind with 172 points. Britain's only other eligible model, the Austin Montego came sixth with 67 points.

G.M. cars have been second twice before—with the original Astra and the Cavalier. Their success in taking the title for 1985 with the stylish new Astra range will give an added boost

to their sales drive to Britain as well as on the Continent.

Vauxhall Motors has invested £65 million to double output of the range at its Ellesmere Port factory on Merseyside. The Astra's sleek, curvaceous styling is claimed to be the most aerodynamically efficient in its class, benefiting performance and fuel economy. Engines range from 1142 to 1.8 litres.

The fastest car in the range is the 126 mph Astra GTE coupe. There are also three and five door hatchbacks, with the option of a 1.6 litre diesel engine.

Cars are judged on their general design, comfort, safety, economy, handling and price, with value for money being a major factor. The contest is organised annually by six major European publications, including The Telegraph Sunday Magazine.

### 'PRINCE' FINED £30

An unemployed street theatre actor, who gave his name as Prince Anderson, 45, of Crickmoor, was fined £30 by Guildhall magistrates yesterday. He was charged with obstructing the highway, after he had been seen to be "poached" by assisted areas.

## £300m aid cut to regions 'will not boost dole queue'

By PETER PRYKE Parliamentary Correspondent

ANGRY claims by Labour M.P.s that changes in regional policy, which will result in a £300 million cut in aid, would lead to higher unemployment were denied by Mr Norman Lamont, Minister of State for Industry, in the Commons yesterday.

Many Conservative M.P.s which Mr Lamont said "would be high enough to ensure that grants were an effective incentive to investment."

Arguing that regional policy should be tied more closely to jobs, he said that capital grant would be subject to a cost-per-job limit.

"Too much money has been spent in support of capital intensive projects that create few jobs and do little for the economies of the regions. The cost-per-job limit will be £10,000."

However, we wish to minimise the burdens placed on small firms and this limit will not normally be applied to firms employing less than 200.

To future, firms would be able to receive a grant as an alternative to capital grant. The job grant would be set at a level of £3,000 for each new job created.

Firms will not have to choose between job grant and capital grant. They will automatically receive whichever is greater.

After the working through of the transitional provisions, we expect the new regional policy to cost nearly £300 million per year, less than if present policy were to be continued.

Expenditure burden

"This will be a considerable lightening of the public expenditure burden of the policy. Even so, we will still be spending nearly £400 million on regional policy in 1987/88 to improve job prospects in the worst-hit areas."

Mr Lamont said the most important feature of the policy was that money would now be spent in the areas with the worst problems.

Mr Smith said the limit of £10,000 a job of capital grant, and the "miserly" £3,000 limit on job creation was "totally unrealistic when it cost the Government £6,000 a year for every unemployed person."

This demonstrated that the so-called emphasis on job-orientated assistance was completely bogus.

How long are people in the regions to be condemned to high unemployment and low wages added jobs because of the Government's obsessive determination to slash public expenditure, to "save" when it will ruin this country," he asked.

Mr Lamont replied that it was not the end of effective regional policy but the beginning of job-related effective regional policy.

Some Conservatives joined Labour M.P.s in complaining that areas of high unemployment had been excluded from aid by linking them with less badly hit surrounding areas.

Mr Lamont replied that 55 per cent of Britain was still covered by assistance area status.

## NUT pulls out of talks on pay reform package

By MARGOT NORMAN Education Staff

THE National Union of Teachers is to pull out of joint talks on a package of reforms for teachers' pay and conditions.

The teachers' unions are to meet today for pre-arranged discussions on a response to the package put forward by the employers two weeks ago, but the NUT made clear yesterday that it will make no difference what the other unions think.

The NUT intends to use its one-vote majority on the teachers' panel to kill off the negotiations.

Attributing the decision to end three years of talks to a "gap of fundamental philosophy," Mr Doug McAvoy, NUT deputy general secretary, said: "We'll put this to the other unions because they will take the same view, but if not the NUT will use its majority to end the structure working party."

The employers' package, which would have brought a £1,500 rise for teachers with three years' experience, was regarded by the three other teacher unions and the two head teachers' associations as being unacceptable as it stood, but with room for negotiation when both sides meet again on Dec 5.

Sticking points

Mr McAvoy said yesterday that the main sticking points for his members to the employers' proposals were the arrangements for annual appraisal of teachers and the concept of a detailed contract specifying teachers' duties.

The appraisal system would give head teachers alone the power to grant or withhold a teacher's pay increment, he said, and that was unacceptable.

Mr Fred Smithies, general secretary of the National Association of Schoolmasters/Union of Women Teachers, said: "To kill the package at this stage is premature. It would be an error for the teachers to refuse to contemplate the possibility of negotiating a package which has advantages for teachers and benefits for the education service."

## 'NO SAVINGS' IN ABOLITION

By JOHN GRIGSBY Local Government Correspondent

GOVERNMENT claims that abolishing the six metropolitan county councils will save £50 million a year were challenged yesterday by an independent financial study.

Management consultants Coopers and Lybrand believe that abolishing the councils as much as an extra £69 million each year.

On their most favourable assumption the costs of change would be minimal, ranging from a £2 million saving each year to extra costs of around £14 million.

Assuming only limited co-operation from the district councils over abolition, the report, financed by the threatened councils, says: "The cost of change would be much higher, in a range from an extra £38 million per year to an extra £69 million."

Special article — P18.

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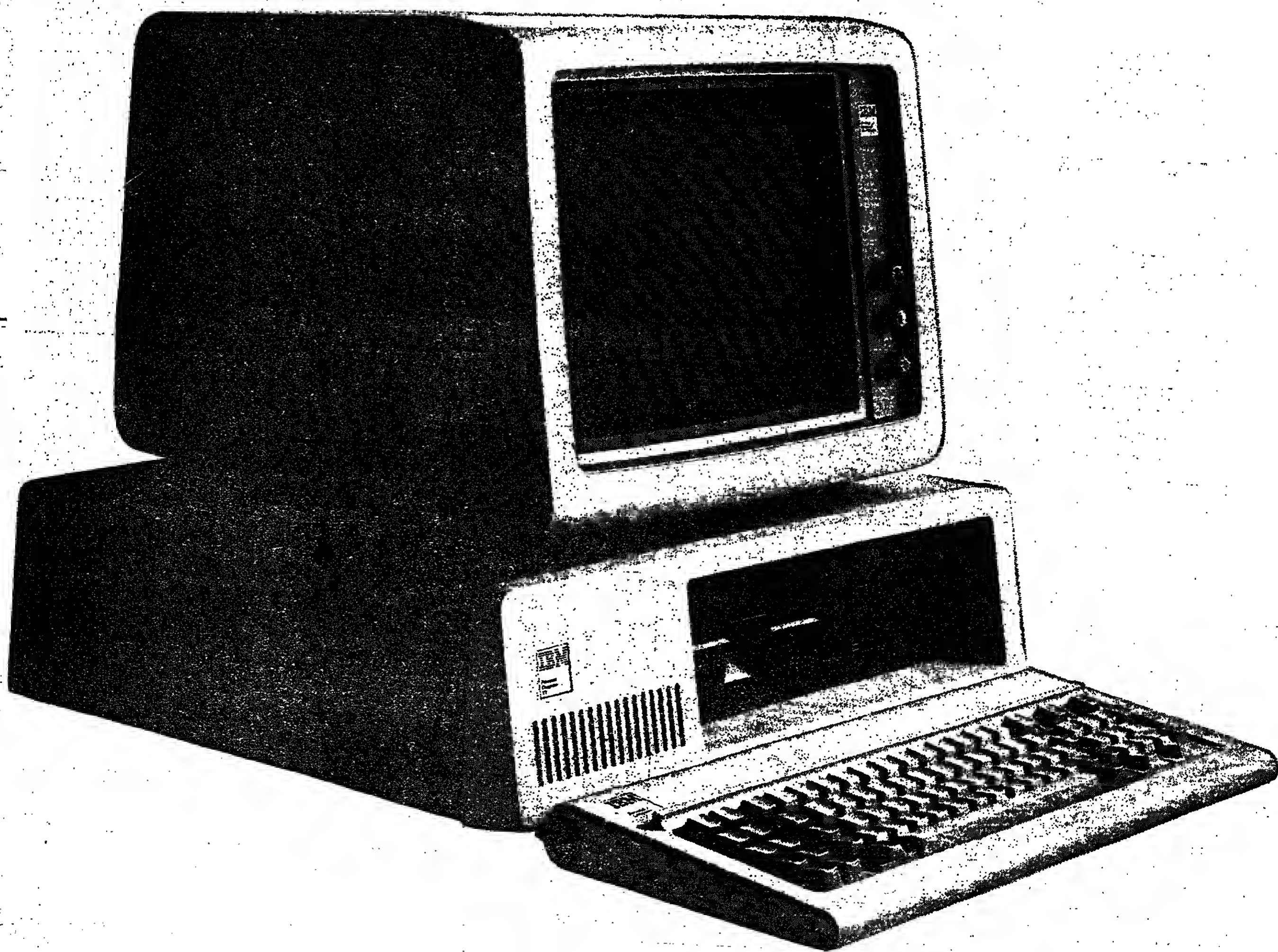




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The Daily Telegraph, Thursday, November 29, 1984

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\*Based on published NCC data for the period January-October 1984.

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Watford

Responsibilities will comprise carrying through to completion a variety of Work Study and O&M assignments and assisting with the administration and maintenance of a job evaluation scheme for wages grades staff. Considerable travel will be involved, necessitating staying away from home on occasions.

Candidates, male or female, preferably aged 35-45, should be corporate members of the IMS and have between 7 and 10 years relevant experience, i.e., diploma and self-motivation are essential requirements.

An attractive salary and benefits package is offered, including contributory pension scheme and staff restaurant.

Please write for an application form to the Personnel Manager (South), British Waterways Board, Willow Grange, Church Road, Watford, Herts WD1 3QA, quoting ref. No. 85/115. Closing date 21st December 1984.

British Waterways Board

### Control Engineers

The Systems Dynamics and Controls Group of YARD Ltd. has a number of vacancies in the area of control system design created by an increase in work for both UK and overseas clients. The Group provides a consultancy in all aspects of Control and Surveillance to the marine, off-shore, industrial and defence industries.

Applicants should have a good first degree in engineering, physics or applied mathematics and an interest in one of the following:

- System design and analysis
- System specification
- Man Machine Interface design and analysis
- Control theory
- Mathematical modelling

Applications will be welcomed from candidates (male or female) with relevant experience as well as recent graduates.

YARD Ltd is a multi-disciplinary engineering consultancy employing about 350 technical staff in central Glasgow. We offer pleasant working conditions, wide-ranging prospects for career development, and opportunities for foreign travel. Starting salaries will range from £7K to £14K, depending on qualifications and experience. Relocation assistance will be given where appropriate.

Please write or telephone for an application form to: Joan Marther, Personnel Officer, Ref: 36, YARD LIMITED, Charing Cross Tower, Glasgow G2 4PP. Tel: 041-204 2737.

YARD LTD CONSULTING ENGINEERS

### Foundry Production Engineers

Precision Investment Castings

Up to £10,000

Rural South Cheshire

PCD Vickers manufacture precision castings to be used in products powering some of the world's most advanced aircraft as well as those vital in the nuclear and medical fields.

Consistent with our increasing business activity, we need to recruit additional engineers (male or female) to strengthen our existing team.

Reporting to the Chief Production Engineer on our Crewe site, you will be responsible for the development of new castings in customer specifications, the development of new, or improved, foundry techniques and the introduction and commissioning of new equipment.

A good academic background is required, and experience of the Lost Wax process of casting is preferred.

The remuneration packages include attractive salaries plus bonus scheme, preferential car purchase scheme, together with extensive sports and social facilities and a 41 day working week. A comprehensive relocation package is available where appropriate.

Please telephone or write to Mr D B Roberts, Staff Personnel Officer, Rolle-Royce Motors Limited, Crewe, CW1 3PL. Tel: Crewe (0270) 255155 Ext: 3311.

PCD Vickers A Vickers company

### Utility Plant-Saudi Arabia

### Claims Engineer

Up to £50k total package

You will be fully responsible for protecting the company's interests on claims for completion extensions, avoidance of penalties, extra work claims and negotiations.

Qualified to degree level-engineering or law-you will have held senior responsibility for a similar project for two years or more. Your ten years relevant working experience will include at least two years in Saudi Arabia.

Our client, a major international engineering company, is entering the construction phase of a £150m utility plant in Saudi Arabia.

This is a 12 month assignment, the first 3 months being spent in our client's manufacturing plant in the Far East. The contract will be extendable by mutual agreement. Salary, allowances and terms of employment are outstandingly good and fully negotiable.

Please send full details to David Watt of Cripps, Sears and Associates Limited, (Personnel Management Consultants), 88-89 High Holborn, London WC1V 6LH. Telephone 01-404 5701 or 0272 291335 evenings and weekends.

Cripps, Sears

liek  
SELL THE NEW 600 RANGE  
OF ITK PLATEMAKERS  
BARN CHICA  
£18K MINIMUM

As recognised market leader, providing automatic, day-light operating cameras for the quick print industry, we have again kept ahead of the competition with our new range of plate makers. Since their introduction in August, sales have run well ahead of plan and we now urgently need experienced new salespeople to capitalise on the situation.

We offer a competitive base salary with a no ceiling commission plan. In addition, a prestige company car is provided with full expenses for private and business use. The Company also operates a contributory pension scheme, free life assurance and private medical care.

If you can demonstrate a successful track record in sales of high value, capital equipment, not necessarily in the printing trade, we would like to hear from you. Vacant territories currently exist in Manchester, S.Wales, Gloucester and Bristol. Please write or telephone C. Mason, National Sales Manager, Itk International Corporation, Westlink House, 981 Great West Road, Brentford, Middlesex TW9 9DN.

### Fashion prophet, fashion profit

Dorothy Perkins, with a chain of over 300 shops and an impressive record of fashion and financial success, is a key division of the dynamic Bennis Group.

Internal career development, an important part of our growth programme, has opened up a leading role within our rapidly expanding Buying and Merchandising Function for a Buying and Merchandising Controller, who can contribute substantially to our success.

Reporting to the Buying and Merchandising Director, the successful candidate will provide leadership and motivation for a highly talented team of buyers and merchandisers, directing and guiding them in the achievement of challenging growth and profit objectives.

To match the demands you must be able to demonstrate commendable senior level buying and merchandising achievements within the retail fashion industry. We shall expect you to display the finest analytical ability and interpersonal skills necessary to make an outstanding contribution to the team.

In return, we offer a substantial, highly competitive and fully negotiable remuneration package, including a profit-related bonus plan, company car and other extensive benefits.

If you can meet the challenge, please write in complete confidence, enclosing a cover summary highlighting your successes and current salary to: Jim Murphy, Personnel Director, Dorothy Perkins, 24 Oxford Street, London W1N 9SE.

Buying and Merchandising Controller

DOROTHY PERKINS

### Financial Controller

South West

c. £20K and car

Our client, an autonomous and successful company within a large British Group has recently instituted a major re-equipment programme incorporating advanced, self generated technology. With sales exceeding £25M the company is seeking to strengthen its Financial Management to ensure maximum return for this and future investment.

Reporting to the General Manager the Financial Controller will take charge of all financial and management accounting functions and associated systems including the company's extensive computer installation in addition to having significant Group involvement.

Candidates, male or female and probably aged 30-45 must be fully qualified and members of one of the leading institutions preferably ICA. Demonstrably successful in Financial Management, experience must embrace the conception and operation of effective budgetary controls in a dynamic and demanding manufacturing environment within the engineering industry. The capacity to plan, project and implement such control whilst firing the enthusiastic cooperation of others will be paramount factors in selection.

Salary is truly negotiable c. £20,000 plus car, pension and life assurance benefits as befits a company of substance.

Please write in confidence, initially with brief details quoting reference number 1443 to J. Williams as Advisor to the company etc.

John Anderson & Associates

Executive Search and Selection

Norfolk House, Smallbrook Queensway, Birmingham B5 4LJ.



# MOXON DOLPHIN & KERBY LTD

**Recruitment Advertising  
Executive Search  
Management Selection  
International Recruitment**

178-202 Great Portland Street,  
London W1N 5TB. Tel: 01-631 4411.

## Senior oil refinery appointments

**Operations and  
Maintenance**

Our client part of an international group of companies provide management, operations and training services to a wide range of industrial projects. The expansion of their services to international petroleum and petrochemical companies, particularly within developing countries requires that they urgently recruit senior oil refinery personnel. Particularly within the following areas:-

**OPERATIONS MANAGEMENT  
WAREHOUSING MANAGEMENT  
MECHANICAL ENGINEERING  
INSTRUMENTAL/ELECTRICAL ENGINEERING  
PROCESS ENGINEERING  
PROJECT ENGINEERING**

They are keen to hear from candidates who are educated to degree level or equivalent and have at least 10 years relevant experience within the petroleum/petrochemical industry.

It is essential that all candidates have substantial experience within fully operational oil refineries. The appointments will be based overseas and offer two year married or single status contracts. Highly competitive overseas salaries are supplemented by European standard accommodation, generous daily living allowance, paid home leave and first class recreational facilities.

Please send your career and personal details in the first instance to Ian Lovatt, Moxon Dolphin & Kerby Limited, 178-202 Great Portland Street, London W1N 5TB quoting ref IL/4204/DT.

Please state in a covering letter any companies to which your application is not to be sent.

**MOXON  
DOLPHIN  
& KERBY LTD**

## Field Service Unit Manager

**Managing and developing  
Field Services at Digital  
is a two way business**

We're not looking for more technical muscle. We're more interested in a Manager who knows about people. People as customers - people as Field Service Engineers. It will be up to you to match the two and make sure they get on together. You'll be making sure customers get the service they need, while ensuring that our service engineers develop the right attitudes and ambitions.

Based in Basingstoke and reporting to your Local Branch Manager, you will be responsible for a group of Field Service Engineers controlling the planning and training requirements in order to meet the needs of our customers. Although not necessarily a computer expert yourself, you'll appreciate engineering values and be quite at home in the customer service environment of the second largest computer manufacturer in the world.

Probably aged between 30 and 40 you will have had several years' experience of managing engineers in a service industry with the emphasis on customer satisfaction. We expect you to have gained this

experience in a similar capacity either within the computer world or relevant service industry such as TV repair. For the right man or woman we're offering a generous salary, circa £12,000 pa plus a valuable range of large company benefits which includes a company car. Relocation assistance provided where necessary.

If managing and motivating people is what life is all about for you, and if you see customer satisfaction as the key to success, we'd like to hear from you. You can find out more about this opportunity in our high growth company by telephoning or writing for an application form or sending a CV to David Baker, Digital Equipment Co. Limited, Wargrove House, Basingstoke, Hampshire, Tel: Basingstoke (0256) 56233 ext 2043. Ref: 7A5.

**digital**

experience of business systems analysis, and design  
experience of implementing commercial systems on a mainframe  
excellent communication skills  
Future prospects in consultancy, technical management or sales are excellent  
If you are looking for a challenging role that offers the opportunity to keep you at the forefront of information technology whilst retaining hands on experience across the complete range of Sperry Products, then write with full CV to: Tom Rush, Sperry, Limited, Computer Systems, Sperry, Centre, Stonebridge Park, London NW10 8LS.

**SPERRY**

## Systems Consultants

**Apply your analytical skills  
across our broad range of  
computer systems**

Sperry are one of the top computer companies in the UK with a world-beating range of outstanding products.

To support our continuing business growth, we are looking for Pro-Systems Sales Consultants who will be based in either Birmingham or Bristol.

Your role will be to support our sales teams in analysing our customers' business requirements  
defining business solutions which effectively utilise Sperry's complete range of products and services  
presenting Sperry's proposals to our customers

It is likely that you will be between 25 and 35 and have at least five years' relevant experience and can demonstrate:  
a good understanding of business computing needs

**£13,000 - £16,000 + car  
Birmingham/Bristol**

## Electronic Publishing Managing Director

**London**

## Process Cost Engineer

**North Africa -  
Married or Single Status**

## Business Systems Project Managers

**Bring your skills to our  
new challenge of management**

**Negotiable salary.  
Attractive benefits  
package.**

**Reading**

## Petrochemical Design Staff

**Piping, Civil,  
Electrical, Instruments**

**Competitive Salaries.  
Attractive Benefits.**

**Reading.**

Pergamon Press Ltd is a market leader in Electronic Publishing and database delivery, with a rapidly growing interest in information technology.  
Pergamon Press is now seeking for PERGAMON INFOLINE LTD, an international on-line service, who will also take group level responsibility for the following:-  
● providing direction to Pergamon's efforts in creating successful information products  
● positioning the group for major growth in the late 80s  
● planning and implementing a programme of rationalisation for group-wide electronic publishing operations  
● oversight of the growth through sales of electronic products and services and development of a programme of planned acquisition in this area  
● the forging of links between the group's growing activities in electronic publishing, cable TV, mail order, software sales and reprographics.

A UK affiliate of a major international group are providing complete technical assistance for the sale and efficient operation of a Fertilizer Company comprising Ammonia, Urea and Methanol. They are presently seeking a Process Cost Engineer to join their existing team. You will have overall responsibilities for Energy and Performance Monitoring and Production Costing of existing plants and the assessment of economic return of new scheme proposals and plant alterations.  
It is essential that you have several years' experience of Process/Production Cost Engineering within Fertilizers or a related industry. A degree in Chemical Engineering or

The successful candidate must have a proven record of commercial performance in Electronic Publishing. Experience of conventional publishing is an advantage, particularly if this includes using electronic media. A sound knowledge of data processing will give the appointee the necessary technical authority to perform a number of the tasks outlined above.  
This London based post offers a unique opportunity to direct a major publishing group towards successful exploitation of new electronic products with a financial rewards in keeping with its importance. Salary package will be up to £40,000 with a car and senior executive pension arrangements.  
Write, in confidence, giving details of your background and experience to Peter Bostock, Headington Hill Hall, Oxford OX3 0BW.

**PERGAMON PRESS LTD**

The comprehensive overseas package includes highly competitive salaries, generous UK leave and free furnished accommodation. Please send your career and personal details in the first instance to Ian Lovatt, Moxon Dolphin & Kerby Ltd, 178-202 Great Portland Street, London W1N 5TB quoting ref IL/4203/DT.

Please state in a covering letter any companies to which your application is not to be sent.

**MOXON  
DOLPHIN  
& KERBY LTD**

Previous experience of working in a large organisation structure would be a considerable advantage. Some travel and irregular hours will also be necessary.  
This is an exciting opportunity to expand on new techniques and utilise new technology in setting up business and management systems. Consequently you are able to offer a competitive salary and the usual excellent benefits of the Courage Group including generous assistance with relocation where appropriate and the use of a company car.  
Apply for an application form or write enclosing full CV to Ian Shepperson, Personnel Administrator, Courage Limited, The Berkshire Brewery, Imperial Way, Basingstoke Road, Reading, Berkshire RG2 0PW. Tel: (0734) 675383.

**COURAGE LIMITED**

guidance to resolve the varied complex problems which arise within their discipline. Salaries are highly competitive with benefits which include life assurance, company pension scheme, season ticket loan scheme and an active sports and social club. You'll be working at our Head Office in Reading, conveniently situated opposite the British Rail station with ample car parking facilities nearby.  
To find out more about these rewarding opportunities please contact Irene Marshall, Manager Recruitment, Foster Wheeler Energy Limited, Foster Wheeler House, Station Road, Reading, Berks. RG1 4LX. Telephone Reading (0734) 585211.

**Foster Wheeler Energy Limited**

## COMPONENT TESTING Opportunities in Sales, Applications and Service

Megatest is one of the fastest growing A.T.E. companies. If you know anything about the A.T.E. industry you'll know that it, itself, is one of electronic's fastest growing sectors.

This says a lot about the Megatest product line. Dedicated exclusively to device testing, they have achieved huge success with the Q3 component test range.

With vast resources devoted to the design and development of new products to meet the increasingly sophisticated demands of the market place, the launch of the MegaOne VLSI test system has created great excitement among manufacturers and large users of semiconductor devices, being the first VLSI tester with a complete tester per-pin architecture, and thus capable of offering the kind of solutions required in modern VLSI device testing.

With demand continuing to increase, opportunities exist for three key individuals to ensure and share continued success.

### SALES ENGINEER

**£15K basic £20K + package + Car** Flexible location

To efficiently cover existing enquiries, and fully exploit the market potential in the North of the U.K. and Scandinavia, a further engineer is required.

Qualified to HND/Degree level, you could come from a variety of electronics disciplines. Ideally in a sales/marketing or applications role, you could also be in semiconductor design or testing. Most importantly you can demonstrate a good knowledge of the requirements of modern device testing, can adopt a consultancy sales approach, and have the drive, personality and ability to communicate effectively.

### APPLICATIONS ENGINEER

**£13K + Car** S.E. Base

Qualified to HND/Degree level, you will have good experience of both the hardware and software involved in device testing. Your role will be to analyse and solve customer problems. From a technical viewpoint, consult with sales, and demonstrate solutions as part of the sales team.

### SERVICE ENGINEER

**£13K + Car**

Familiar with computer driven systems, you will be capable of handling repairs on the highest technology equipment to component level.

You will understand the need for quick and efficient repairs to high-cost capital equipment.

All positions require a degree of European travel, and training will be provided in the U.S. and U.K.

In addition to first class financial packages and exciting products, there is a dynamic and informal small-team atmosphere. Rapid growth of the company means career prospects are excellent.

For an initial and confidential discussion, telephone Randall-Massey Recruitment Consultants on Swindon (0793) 614700 or alternatively, write with brief career details to:

**Randall-Massey Recruitment Consultants**

136 Victoria Road Swindon SN1 3BU

**MEGA TEST**

**RANDALL**

## Advanced Network Development

**Career Growth for Systems Software Engineers**

Acorn's rapid expansion and unrivalled success in the microcomputer marketplace is based on an imaginative and productive R & D team.

One of the tasks of a new development group which has already been established is to expand the possible applications of high speed networking and communications and it now needs creative Systems Software Engineers to work in.

**Communications Systems Programming  
Modems and Terminal Emulation  
Network Servers and Gateways**

Applicants should be qualified to degree/HND level in a relevant discipline and have more than one year's programming experience in high and/or low level languages with a reputable organisation. Experience of microprocessor hardware, structured high-level programming or networking and communications protocols would be an advantage.

Salaries will be extremely attractive and reflect the true value of specialist skill and experience. Other terms and conditions of employment offered will be of a very high standard and relocation assistance to Cambridge is available where appropriate.

Please send your CV to John Faith at the address below quoting reference SS/AC or telephone for an application form. These positions are open to both men and women.

**Cambridge Recruitment Consultants**

1a Rose Crescent, Cambridge CB2 3LL. Telephone: 0223 311316.

### TECHNICAL REPRESENTATIVE

**STORMLINE LOUVRE WINDOWS**

W. Ames and Son Limited, distributors of world-famous Stormline Louvre Windows, require a U.K.-based technical representative to call on and advise their client-builders nationwide. The successful candidate will be conversant with the trade and will be able to sell Stormline Louvre Windows in the U.K. The attractive salary package is negotiable and a company car will be provided. Contributions towards a pension scheme will be made. Applications, with full CV, to: David Briggs, Sales and Marketing Manager, W. Ames and Son Limited, Cornard Road, Sudbury, Suffolk CO10 6XZ.

### AUTHORS SOFTWARE AND HARDWARE U.K. and Overseas

We are currently looking for hardware and software authors experienced in all areas of high technology for challenging and well-rewarded opportunities in our highly successful Engineering Services organization.

Please send full career details quoting ref. R227/197 to:

**K.B. Pierpoint, Resources Manager  
InterEurope Technology Group Plc.  
19-21 Denmark Street  
Wokingham  
Berks. (EMF/BUS)**

**INTEREUROPE**

## RETAIL PHARMACY SALES (£20,000+)

**TRUE ENTREPRENEURS WANTED FOR A NEW SALES TEAM**

**THE COMPANY**  
Our client is a privately-owned British company which markets and distributes a number of major brands to retail and wholesale pharmacies in the U.K.  
The company has shown rapid growth in the last five years and is committed to a major expansion in terms of sales and personnel. A fundamental part of its expansion programme involves the setting up of a national team of sales professionals to promote the current and future products to pharmacy outlets in the U.K.

**THE POSITIONS**  
In order to spearhead its marketing effort, the company wishes to recruit a number of energetic, successful sales professionals to act as agents on its behalf in the high potential areas outlined.  
These positions are self-styled high with no upper limit to earnings. They are ideally suited to individuals who have had experience of selling as agents or individuals who wish to enter self-employment in order to significantly improve their commercial prospects.  
The company will provide assistance in terms of training, financial advice where necessary and a vehicle will be supplied for the purposes of managing the sales on the territory concerned.

**THE CANDIDATE**  
The successful candidate will be primarily an experienced pharmaceutical or F.M.C.G. sales professional with a proven track record. Previous experience of selling products to retail pharmacies will be extremely advantageous as would a strong desire to be a self-employed agent. We will also consider candidates without such specific experience provided you are a determined, enthusiastic individual with an extremely high level of commercial awareness.  
For an application form please phone John Davies or Colin Evans.  
Interviews will be held locally at the end of November 1984 and the new team will commence its operation in January 1985.

**Recruitment Division  
55 High Street, Marlow, Bucks. SL7 1BA  
Telephone: Marlow (06284) 75204**

## Regional Sales Manager

Cow & Gate Limited, the Baby Feeding Specialists and brand leaders in the substantial baby food market, are seeking a Regional Sales Manager for London and the Home Counties.

The Regional Sales Manager will be responsible for the development and training of a complex sales team of Medical Executives, Nutritionists and Sales Executives. Additionally, he/she will have personal responsibility in maintaining a continuing dialogue with senior members of the Medical Profession.

The ideal candidate will have extensive and successful experience in training and motivating a well qualified and experienced sales team. A pharmaceutical background will be relevant and knowledge and recent experience in grocery and chemical retail sectors a useful attribute.

It is unlikely that a suitable candidate will be under 30 and A level qualifications are a probable minimum standard of education.  
The remuneration for this post will be commensurate with the substantial turnover and responsibility involved. Person, free medical assistance, a performance related annual bonus, and secure career. If you feel this is an opportunity you wish to measure up to, please write to:

**Hazel Copland, on Trowbridge (02214) 68381, for further information and application form.**  
Early interviews will be arranged in the London area.

**Cow & Gate**

Cow & Gate House, Manners Street, Trowbridge, Wiltshire BA14 8YX

## "Preach what you Practise—Practise what you Preach" SENIOR SALES TRAINERS

**Andover**

**£17-25K package+car**

The TSB Trust Company is expanding. Although already a major contender in the field of investment and insurance, we have never been a company to be easily satisfied. And neither, for that matter, have our 6 million TSB customers.

As the investment and insurance subsidiary of the TSB Group, we are going all-out for further growth... by doubling our sales force, extending our product portfolio and by definition, dramatically increasing our market share.

To accelerate the impetus of this expansion, we are committed to providing the most professional training for our sales force. The recent radical restructuring and expansion of our sales training department has resulted in these important appointments.

You will be expected to train effectively in both sales technique and technical information. This will be done by your own efforts and by the management of a small team of professional sales trainers. You will also

practise what you preach—20% of your time will be spent out in the field selling.

To succeed you will need to have front-line experience or sales training in a sales-driven environment (preferably financial services based). Well used to winning fluent, persuasive training material, you must be able to manage and motivate both people and projects, using your sales experience to produce dramatic, effective results.

In addition to the excellent career prospects within this fast growing company benefits include mortgage subsidy non-contributory pension scheme, annual bonus, profit sharing scheme and where appropriate, full relocation to the Andover area.

Please write with full CV to: Lynne Seelig, Personnel Resourcing Manager, TSB Trust Company Limited, Keens House, Andover, Hants SP10 1PG. Alternatively telephone Andover (0264) 62188.

**TSB**

**TRUST COMPANY**

## Link Management Selection AUTOMOTIVE DEALER BUSINESS MANAGEMENT

**c £15,000 + two-car package - West of London**  
The company, a major automotive importer, is the UK arm of an international giant, with long-standing associations with this country. Its dealer network, recently revamped, is now spearheaded a long-term sales campaign; the company's Business Management activity is being strengthened, to ensure the operational effectiveness of the network. As part of this process, we are looking for a specialist with good experience of automotive dealer operation. The nature of the

appointment calls for an unusual mix of straight accounting skill, business acumen and the ability to communicate with dealer principals and staff. Some experience with understanding of computerised dealer systems would be an added bonus. Ideal candidate will be a qualified accountant or graduate in a business-oriented discipline, but experience and personality will be a major criteria.  
Please write to Terry Ward, quoting reference LMS 4005.

**Link Management Selection, 13-14 Hanover Street, London W1M 0AN**

Male and female candidates should send full career details, which will be treated as a complete confidence.

صوكرا من الامم







Ferranti Computer Systems Ltd.

Cheadle Heath Division

# The Two Experts in Sonar

## Electronic Design Engineers

Like the Dolphin, our real time action systems are unique... their applications require immediate and positive response in a demanding high technology environment which is continually changing. Our unrivalled success reflects our leading position not only in the field of Sonar but also Data Communications, Trainers and Energy Management... and this will continue with the acquisition of major new contracts.

As we are growing fast... we are seeking to expand our Hardware Design teams with the introduction of talented and ambitious Electronic Design Engineers... at all levels, up to and including Team Leader. To qualify, you must have at least two years' suitable experience in the most modern electronic design applied to specially designed computer systems. This should have embraced digital signal processing, analogue data acquisition, signal conditioning, microprocessor systems and computer interfaces.

The requirements of our present projects will stretch your ability and imagination... so you've got to be good.

Salaries are very realistic and will depend upon the level of appointment you are seeking, upon your ability and your potential to advance quickly within the organisation. Attractive benefits include generous relocation assistance.

**GREATER MANCHESTER AND CHESHIRE**... counties steeped with history, contrast and vitality... reasonable house prices and a better place to live and work.

For an informal discussion please contact me, Colin Roberts, on 061-428 0771 during office hours or 061-428 0194 after 5.30 p.m. and at weekends, or write, giving brief career details, for a recruitment package including brochures, quoting reference 329/142 to: Ferranti Computer Systems Ltd., C. Roberts, FREEPOST, STOCKPORT, Cheshire SK3 0TF

**FERRANTI**  
Computer Systems

Cheadle Heath Division

Also, for additional information see Page 498 on Channel 4's Oracle.

**FERRANTI**  
Selling technology

## CORRUGATED PACKAGING

International Paper are looking for a Territory Manager to cover the Yorkshire-Humber, Tees and Tyne area of the Country.

The company operates one of the most successful corrugated plants in the U.K. and has a reputation throughout the industry as a progressive, innovative and profitable organisation.

Ideal candidates would have had several years' experience in the corrugated or allied fields but applications are welcomed from people who believe they have the ability to progress in what is a highly competitive market.

The package offered is generous - comprising salary, pension scheme, BUPA cover, Granada motor car, etc. etc. In return, the successful male or female applicant would need to be a skilful negotiator, be aware of potential markets and competent enough to link quickly into a professional selling organisation.

Applications, in writing only, to Mr W.J. Pary, Personnel Manager.

**INTERNATIONAL PAPER CONTAINERS (UK) LIMITED**

Roost Three, Winford Industrial Estate, Winford, Cheshire CW7 3RL

## ACCOUNT EXECUTIVES

Gentle Data the Computer Supplies Experts have NEW APPOINTMENTS for salespeople in Central London.

£8,300 MINIMUM on target earnings in first year + company car and expenses.

Age 21-28 with some sales experience in a related industry preferred.

Call Linda Johnson On 01-556 8181

**GENTLE DATA LIMITED**

## A TOTAL SELECTION SERVICE

### Works Manager

The North East

£20,000

This new position carries total responsibility for production in a highly automated unit producing high volume electronic assemblies. Recent years have seen considerable capital investment which will continue to ensure that expansion is based on the most advanced automated production and test methods, giving guaranteed output and sustained high quality whilst reducing production costs.

Aged up to 45, it is likely that you will have formal engineering qualifications. You must certainly have proved your ability as a decisive results oriented manager in a similar high-volume, automated production environment with your successes based on skilled staff motivation and utilisation.

The rewards will include a substantial salary and other benefits reflecting the seniority of the position.

Write, with full career history to David Owens, Divisional Manager, PER, Management Selection, Head Office, Moorfoot, The Moor, Sheffield, S1 4PD.

### Works Manager - Director Designate

Midlands

#### Gear and Transmission Engineering

To join a well established precision engineering Company, presently employing around 100 in the specialist design and manufacture of gear and transmission units.

As Works Manager you will have full responsibility for the day to day running of a small batch production operation. It will specifically involve improving operating efficiency, plant appraisal and pay negotiations.

The selected candidate will probably be over 40 years of age, an effective manager with proven technical skills. Previous experience of gear and transmission engineering is vital. A determined and positive manager, equipped with a sound commercial background, would also be an advantage.

An attractive salary will be offered to a candidate with the required expertise. Other benefits include Company Car, relocation assistance where necessary and the opportunity for a future Board appointment.

Write with full C.V. to Wyma Travis, PER, Management Selection Division, Northampton House, 177 Charles Street, Leicester LE1 1LA, or telephone Leicester (0533) 551418.

### Production Leader

Livingston

W. L. Gore & Associates (UK) Ltd. are part of a world-wide multinational operation in high technology areas, manufacturing a multitude of products for a number of different markets.

Based at our fabric facility in Livingston you will be responsible for heading a small but enthusiastic team involved in the manufacture of Gore-TEX fabric.

Candidates, aged 30-40, should ideally, although not essentially, be qualified to degree standard in production or management studies. You will also have a proven track record of leadership in the textile, packaging or plastic film industry and be capable of fitting into our informal management structure; the key requirement being commitment, energy, enthusiasm, self-motivation and management skills.

The attractive benefits package includes negotiable salary, profit-linked bonus and share participation scheme, free BUPA membership and relocation expenses where appropriate.

For further information and to make application, please contact: Dennis Mitchell, PER, Management Selection Division, 2-3 Queen Street, Edinburgh EH2 1JS. Tel: 031-225 2736.

\*A trademark of W. L. Gore & Associates Inc.

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031 225 2736

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London  
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Sheffield  
0742 704588

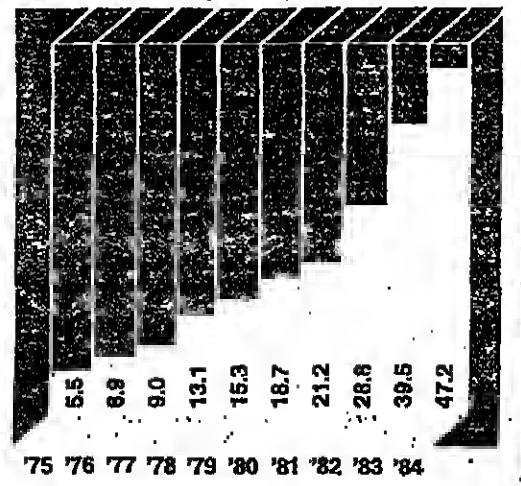
Woking  
0432 20003

All posts are open to men & women.

**PER**  
MANAGEMENT  
SELECTION

## SALES ENGINEERS

EUROPEAN SALES (£million)



WHEN A COMPANY  
GROWS THIS FAST  
IT NEEDS PEOPLE WHO CAN  
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# MOVING IN. TO A HOUSE THAT WILL REALLY BE A HOME

THE wooden boxes are being stacked in the hall again, and I will spend the afternoon painting out "Galler-ick" and stencilling in our new destination. This will be our sixth home in four years of marriage. But this time there is a special excitement because it will be a home of our very own.

An Army house is usually extremely convenient to live in—fully furnished, everything in good repair—but there is always something slightly uncomfortable about it, because of the panic associated with the inspection it will undergo when you leave.

Army wives spend a great amount of time preparing for, talking about, swapping hints on and

agonising over, the "march out."

There is a tremendous tradition behind it all, complete with its own folklore: pieces of cloth tied to string to clean in between radiator slats, tinted toothpaste in fill in holes caused by picture-hooks in walls, cotton buds soaked in bleach to scour the tiniest corners of the dismembered cooker.

The necessity of this last looking like new when the house is handed over tends to restrict cooking possibilities and one of the joys of a house of our own will be properly roasted meat, browned without foil on top.

An incoming tenant was genuinely shocked when she discovered I had not removed and polished

By

Joanna Bogle

each of the stair rods: "Those rods are brass and they should shine like brass. They need to be unscrewed, cleaned and replaced individually. I'm telling you this for your own good and I know you won't mind."

Part of the tradition is that you always complain about each house into which you move ("Is this bit of cleanliness? Humph, it certainly isn't mine") while emphasising that you left your own in immaculate condition.

Having spent the last two years of marriage in private rented accommodation, in one case sharing a bathroom and kitchen with another couple, my

own expectations were not high and I slightly shocked everyone by saying how extremely attractive, clean and pleasant I found our first Army quarters.

This was not the right thing to say: you are expected to claim it is too small, inconvenient, grubby and not up to standard.

All this often gives you a distorted impression of what actually constitutes a home. Being jerked back to reality is sometimes a necessary experience. After one particularly difficult handover, I flew to Britain and while waiting for my husband to join me was invited to stay with young relatives who happen to live conveniently near the airport.

There was a tiny terrace house opening directly on

to the street. It contained the young couple with two children, plus granny, who was staying for a few days to help with the new baby. I had to sleep on the sitting-room floor with my head up against the front door.

Things were, to put it mildly, crowded, and I daresay it had been some while since the radiator slots were last scrubbed.

But what a welcome awaited me as we gathered round the table for tea, and a large iced cake was brought in, with "Welcome Home" on it, and a union flag.

That family has since moved to a larger house, which we helped them to restore and redecorate. Of course, we almost rejected the place out of hand because of the con-

dition of the stair-rod, they told me, straight-faced. Already my experiences have become family legend.

And now, at last, we face the prospect of our own home, where the rug that travelled back with my husband from Australia and the books that we acquired in London, and the framed print of Berlin's Brandenburg Gate, and the jams and jellies that I made from this year's fruit crop in Yorkshire will all find a place.

One thing that moving has taught me, however, is that real homemaking can be done anywhere. It has got something to do with putting your own stamp on a place, however briefly: flowers in a vase, favourite books to hand, a table laid with space for a visitor.

I would like to hope that we will be friendlier to neighbours than we have been when we have been so temporarily resident in different places, and that perhaps I will develop into a more creative cook—or maybe even get interested in home decorating.

It will be marvellous to be able to discard all the boxes and packaging that we have had to perforce to cart around with us. Our things have gone back half a dozen times into their original wedding-present boxes, some of which still bear the original tags and string: "Wishing you all the best in your new home."

There have been so many new homes. It is lovely to think that this next may be a more permanent one.

## EATING IN WITH BON VIVEUR

### For that special dinner, a menu with a difference

COOKING for Christmas is, for many, more than a just stockpiling furiously and then using up everything over the holiday.

There are people who for some reason—like travel, health or profession—are compelled to celebrate with special meals outside this limited Christmas period. So we have planned an "eat-when-it-looks-you" Christmas menu without infringing on any of the conventional dishes.

There is Curry and Apple Soup, subtle and marvellous, a Robert Carrier and Paul Lewis joint creation

which is a great success in Paul's Bock's restaurant. This can be served hot or cold.

Then we propose a couple of variants on one great classic, made originally with goose and called Confit d'Oie. We offer a more modest gastronomic theme with a brace of ducks or four fat pork fillets. Both follow exactly the same recipe procedure. In Gascony and the Haute Savoie, prudent housewives make their confits at the onset of winter and store them in a very cold place. We freeze our potfol, ready to excavate and finish off at speed.

Finally we suggest a Fruit Garland, a ring of savarin au Rhum with fruit confits, which resembles a shiny edible garland with truly Christmassy flavour.

**FESTIVE MENU**  
Curry and Apple Soup  
Confit de Caneton sur Crouste  
Pommes Rissolée au Fromage  
Green Salad  
Fruit Garland  
Savayon Sauce

For side accompaniments, the soup needs a dish or platter of little savoury nibbles made from trimmings of puff pastry, rolled up, over slivers of salt fish, from smoked salmon and trout to eel and herring. The 1½ in long mini rolls should then be egged, sprinkled with finely-chopped nuts and baked one shelf above centre for 4 to 6 mins at 450°F (Gas 7½). They are delicious, so make plenty.

For the main course, we shall serve Pommes Rissolée au Fromage, if only for absorbing the gorgeous confits sauce and also serve an additional green salad.

## THE RECIPES

### CURRY AND APPLE SOUP

**INGREDIENTS:** 1 large baked Bramley apple; strained juice of 1 small lemon; 2oz butter; 3 small, peeled shallots, chopped finely; 1 flat teaspoon curry paste (not powder); 1 pint hot chicken stock, strained and well cleared; 5fl oz single cream; 1oz butter; 1oz corn-flour; salt and pepper.

**METHOD:** work the 1oz butter and cornflour with a small knife tip to form a roux. Roll into little balls and set aside. Melt the 2oz butter and when "singing," add prepared shallots and stir/fry with apple pulp, which has been cleared of all core and skin. Continue until onions are completely soft but not browned. Stir in the curry paste, work up with the little balls of beurre manie (butter and flour balls), over low heat, stirring for 2 to 3 mins. Blend with the chicken stock and lemon juice. Stir in the single cream, taste, correct seasoning lightly with salt and pepper, serve piping hot or iced chilled. Garnish each serving with a mere thread of fennel leaf.

### CONFITS DE CANETON

**INGREDIENTS:** 2 plump ducks; 2½ lb unskinned pork fat; two 8 in long sprigs of rosemary; 10fl oz cold water.

**METHOD:** cut clean through the ducks, bone and all, from vent to neck end. Divide each half into three portions. Rough-cut the pork fat and any piece of duck fat adhering to the interior of the birds. Place in a roomy stone jar or casserole and add the rosemary and water. Cover securely and render down in the oven, one shelf below centre, at 300°F (Gas 2). Strain and return liquid to the chosen container. Discard any little shrivelled scraps and the rosemary. Plunge in the duck pieces until covered by the liquid fat. Cook, in the same oven position and temperature, for 1½ hours. By this time the water will have evaporated and the duck pieces will be completely immersed in the rosemary-flavoured fat. When cold and set, freeze until required.

### CONFITS DE CANETON SUR CROUETE

**INGREDIENTS:** 12 croustons; 12 pieces of preserved duck; 3fl oz brandy or armagnac; salt and pepper; 25fl oz Special Stock; 5fl oz double, or whipping, cream.

**METHOD:** excavate the fat-heavy duck pieces. Place in a large thick frying pan over very low heat, turn over duck about 4 mins. To remove pieces of all surplus fat. Season lightly with salt and black pepper. Slop up heat to fullest, pour on the chosen alcohol and set alight. Shake vigorously to sustain flames until alcohol has burned out and flavour has burned in. Swirl with Special Stock, stir round, then stir in the cream and allow to bubble and boil for about 5 mins. Lift each duck portion on to a croustion, spoon some on to a croustion, spoon some on to a croustion and tend to table sauce over and send to table with a tuft of watercress tucked into one side.

**NOTE:** when preserving Con-

fits de Porc, just substitute 4 fat pork fillets, each cut into three portions, otherwise change nothing.

### SPECIAL STOCK

**INGREDIENTS:** 30fl oz pork bone stock; 1 chopped stick of celery, including the blanched top left of yellow-green; 1½ oz soy sauce; 5oz sieved, skinned tomatoes; 1 bouquet garni; 5fl oz red wine; salt; 1 bay leaf; 4 peppercorns.

**METHOD:** place the cleared stock in a roomy pan, add all given ingredients except salt, raise to boiling, level off heat to achieve a gentle simmer and maintain until only 1½ pints remain. Add salt to taste, then strain.

### CROUTONS

**INGREDIENTS:** fat in which preserving was done; one or more sandwich loaves, with crusts removed; 2 No. 2 eggs; 4 tablespoons milk.

**METHOD:** cut the bread into mince-size, 1½ in deep slices. With a small, sharp knife, excavate the inner crumb carefully so as to leave a three-quarter inch hollowed interior and a half-inch wide rim. Heat fat in deep pan until slightly smoking. Whip eggs with milk and at moment of deep-frying, draw each prepared croustion through the egg mixture. Set on a metal slice and slide into the hot fat, where each one will puff up and turn a rich golden brown. Insert a portion of chosen confit into each.

### POMMES RISSOLEE AU FROMAGE

**INGREDIENTS:** 2½ lb jacket-baked potatoes; 2 small egg yolks; 4 tablespoons double cream; salt and black pepper; fine soft bread crumbs; 1 beaten, strained egg; 2oz grated Parmesan cheese; 2oz grated Gruyere or Emmenthal cheese; fat to fry; flour.

**METHOD:** scrape out the

until fermentation is complete. Tap bowl to knock back and use. Rub butter finely into flour and add sugar. Make a central well, tip in ferment and beat, adding eggs singly. Stir in salt. Scoop into a well-oiled sazevin or ring mould, ease out until level all round and a shade less than half-filled. Stand on top of cooker with oven at 430°F (Gas 7½). Cover lightly with a cloth and leave until mixture has risen to the mould's rim. Place on a metal baking sheet. Bake in oven at 425°F (Gas 7) for 14 mins., one shelf above centre. While baking, make the special syrup and have simmering in a large saucepan. Lift mould from oven and immediately plunge it into the special syrup. Leave until completely soaked. Lift out and invert on a large, flatish dish. When cold, brush with sieved heated jam until very shiny. Stab the top lavishly with halved, crystallised fruits and cut out "leaves" of angelica, softened in boiling water, or use sweetshop crystallised pineapple pieces and green and red glacé cherries with angelica leaves. When pudding looks like a Christmas garland, brush all over once more with remaining apricot jam. Hand sauce separately.

### SPECIAL SYRUP

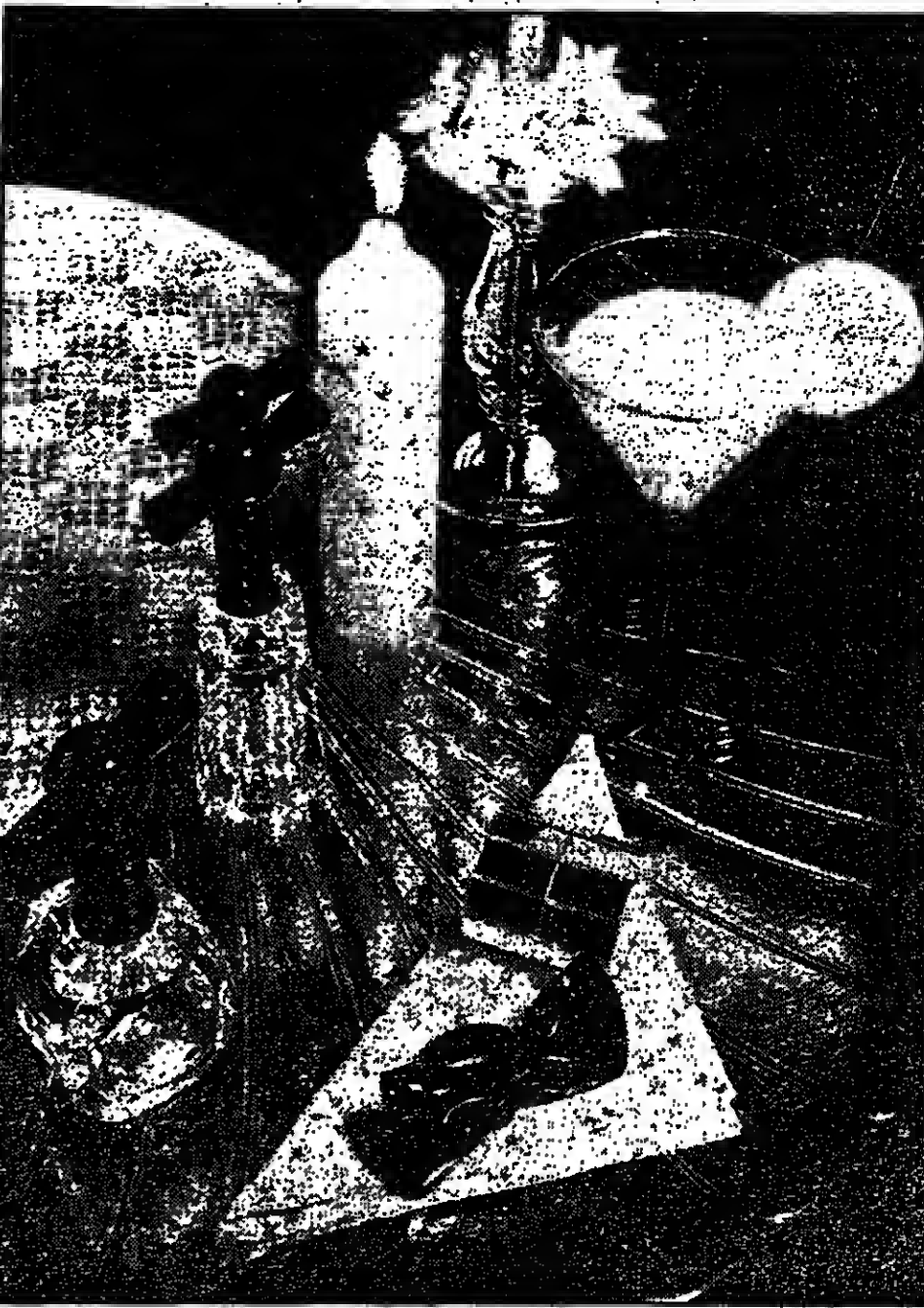
**INGREDIENTS:** 5fl oz rum or brandy; 2 pints boiling water; 1lb granulated sugar.

**METHOD:** stir sugar into water until completely melted. Raise to boiling, simmer 5 mins., stir in chosen alcohol and use.

### SAUCE SABAYON

**INGREDIENTS:** 4 No. 3 egg yolks; 4 half eggshells of sweet white wine; 1 tablespoon water; 1 blood least; 4 rounded teaspoons caster sugar; 5fl oz fairly stiffly-whipped cream.

**METHOD:** whip yolks with sugar until they become a pale froth. Tip wine and water into top of double saucepan over hot water in lower pan. When wine and water have warmed through, turn in yolks and immediately start whipping with a rotary or hand electric whisk and whip at full speed until the sauce contents rise up, double in size and resemble a velvety foam. Stop whipping long enough to plunge the upper pan into an outer bowl of iced water and whip on again down to blood heat. Whip in the cream and refrigerate to hand separately.



## SETTING THE SCENE

CHRISTMAS party tables deserve glamorous settings, writes ANN CHUBB. The latest are in stunning combinations of black and silver, sometimes with an added touch of mirror glass, all with a distinctly 'twenties air. Imagine mirrored tablemats; for instance (not shown), set with black napkins in black bow-tie rings.

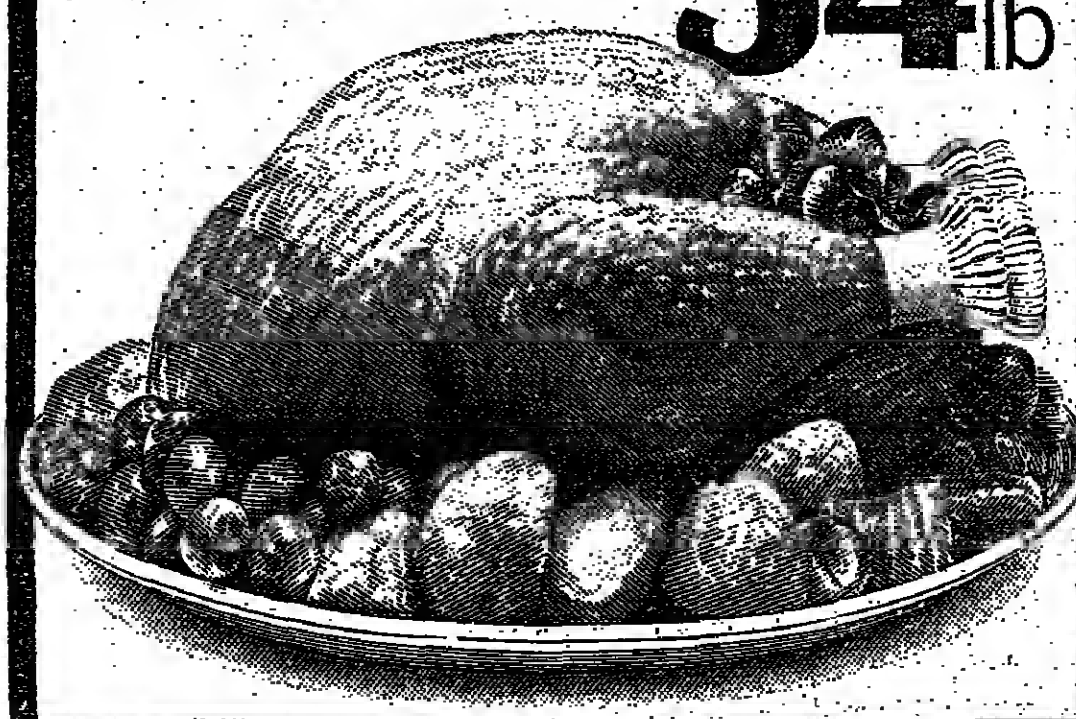
For the more traditional tables, there are softer, prettier gold and white combinations which co-ordinate right through from star-spangled candles to matching paper napkins.

PICTURED (by KENNETH MASON) from top left, clockwise: quilted white table-mat printed with tiny gold hearts £3.75, golden flower ring £1.65, thin gold candle 95p, all from Harrods' Way In, Knightsbridge, London, SW1; black Perspex cocktail glass £3.50; mirrored table napkin ring £2.25, bow-tie napkin ring £2.20, all from Harvey Nichols, Knightsbridge; white paper napkins with gold stars £1.10 a pack from Harrods' Way In; black Perspex nutcracker £3.50; cork-screw, £4.25, under everything, silver shell tablemat £8.95, all from Harvey Nichols.

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## MISPLACED COMPASSION

"GREAT RESENTMENT will be felt in my constituency that less money is being spent on them," responded Mr ANDREW BENNETT, a Greater Manchester Labour MP, to the marked reduction in regional aid announced by the Government yesterday. Like apple-cheeked 18th-century Whig members for rotten boroughs, MPs lined up before an imperturbable Mr NORMAN LAMONT, Industry Minister, holding out the offertory bowl. Tories as well as Socialists still seem disposed to seek regional remedies to the problem of unemployment whose causes are very largely global and national. Historic habits, especially bad ones, die hard.

Of all the economic policies fathered since 1945 by misplaced compassion, regional assistance has probably been most wasteful. In the 1970s, it created just 500,000 jobs at a cost of around £35,000 each. It has laid the dead hand of State dependence on areas covering some 27 per cent of the working population, and divided society into regions of free enterprise and economic morbidity. It has shuffled jobs which would anyway have been created in, say, Bristol across the Severn Bridge into South Wales. It has subsidised capital expenditure which would have been privately financed and, most notoriously of all, created large capital projects in far-flung areas of Scotland which have been subject to consistent loss and early mortality. It has attempted to defy by artificial subsidy the natural trend to found new business in areas of skilled labour availability, good transport connections, lack of trade union militancy and attractive surroundings—all of these being factors behind the Silicon Valleys springing up along the M4 and in Devon and Cornwall. In short, it is highly expensive and inefficient.

In present circumstances, the decision to cut regional aid by nearly half in real terms by 1986-87, and to reduce those areas receiving automatic grants to just 15 per cent of the working population, is to be welcomed as radical action. Total abolition should logically follow at the earliest political opportunity.

## LORDS ON THE BOX

THE HOUSE OF LORDS, seen in some quarters as the hane of this Government, has voted by 113 to 66 to allow the televising of its proceedings for an experimental period of six months from January. Possibly their Lordships would have voted thus even were they still gnashing their teeth in the outer reaches of politics. As it is, their vote can be seen as an assertion of the belief that what goes on now in the Lords is of great importance to the nation.

But setting questions of vanity aside, it also seems that most peers genuinely believe that without television the democratic process is somehow obscured. This, as Lord CHALFONT said in Tuesday's debate, can hardly be the case when there is an Official Report, a Press gallery and sound broadcasting. If there were to be a television channel devoted to televising the Lords 24 hours a day it is possible that democracy would be well served. This, however, is not to be the case. The television cameras and editing machines will be in the selective hands of producers whose first aim is unlikely to be the service of democracy. In this world the camera nearly always lies for at least some of the time.

The House of Lords is particularly vulnerable because even in its new-found role it could not supply the popular appeal of a Channel Four soap opera. This is of course greatly to its credit. Government should not be wildly excited. The trouble is that television producers cannot afford to be interested in what will seem boring to the Great British Public. If therefore they do not wish to be sacked they will have to concentrate on those eccentric features of their Lordships' behaviour which are likely to be most entertaining. One is not thinking merely of snoring bishops and earls with ear trumpets. There will be a tendency to dwell on those characters, in he found even in the noblest institution, who are more than willing to make an ass of themselves in public. The techniques of television will not bring forward the best people and the House of Lords will not be quite the same place at the end of its six months' experiment.

## CHILE'S STATE OF SIEGE

GIVEN THAT PRESIDENT AUGUSTO PINOCHET had imposed yet another state of siege in Chile, it was predictable that troops and tanks would be deployed on the streets of Santiago and elsewhere and riot police would crack a few heads of students and other demonstrators trying to mount a two-day protest against military rule. The immediate outcome will surely be victory for Gen. PINOCHET while his opposition runs for cover and licks its wounds. But this was the first mass protest by opposition groups, and particularly by the National Workers Command backed by the Communists and Centre-Left, since the General imposed a state of siege three weeks ago to counter violence against his 11-year rule. It could just possibly be argued that he had some justification—this year alone there have been some 300 bomb incidents and several policemen have been killed or wounded. But the fact of the matter is that throughout Gen. PINOCHET's years of power there have only been a few months free of either a state of siege or emergency. Perhaps this is why he has survived.

The General, and Chile, have had some very good years since the bloody coup against SALVADOR ALLENDE, the first-ever elected Marxist President. There was an economic miracle. PINOCHET brought stability and prosperity to all but the very poor. Those days are gone, and Gen. PINOCHET must know it, and there is no point in his blaming it on the decline in the copper price and on high American interest rates. He now appears to be creating another miracle in Chile by uniting Chileans across the political spectrum in favour of change. It is no longer thought that he can misrule Chile until the end of the millennium. Last year he weathered protest by some clever footwork and saw off the opposition with a mixture of concessions and repressions. Now he is having to deal with a growing sense of frustration about his promises of "liberalisation" and the old tricks no longer suffice. Elsewhere in Latin America of late, particularly in Uruguay and Argentina, the movement is away from unpopular and incompetent military régimes. Gen. PINOCHET is isolated as never before.

## The cost of Livingstone

THERE have been few Government proposals that have generated so much media activity as the Bill to abolish the G.L.C. and the six Metropolitan County Councils.

Apart from radio and television interest, there has been a quite exceptional political advertising campaign. The authorities concerned have not hesitated to use the finest advertising agencies, lobbyists, plastic bags and badge makers and printed material by the ton at vast public expense to promote their cause. The G.L.C. is spending £7 million on propaganda alone this year. Mr Livingstone in a television debate with me claimed this sum was "peanuts," yet it hardly seems so compared with the City of Durham's total budget of £51.5 million this year.

Does he not realise that £7 million will provide about 4 million Meals on Wheels or keep 630 patients on a kidney machine for a year? The effect of this heavy weight of propaganda is that it has obscured the real issues and the benefits arising from abolition. So let me spell these out.

The first benefit is the localisation of local government. Councils work better if they are close to the people they serve. Local needs are seen more clearly and met more effectively and more humanely at a local level. The G.L.C. and the six M.C.C.s are large, remote and costly organisations. The G.L.C. has 92 councillors but it is the 1,914 London borough councillors who are much closer to the people they represent, and the same is true in the M.C.C.s which have 600 councillors whereas their Metropolitan districts elect more than 2,400. These local councils are more accessible, more accountable.

Since it was set up in 1965, the G.L.C. has steadily lost functions to other bodies and now accounts for only 11 per cent of current expenditure on local services in London ratepayers. The equivalent figure in the Metropolitan Counties is just over 25 per cent. There has always been a tug of war between the large Met. Councils and the borough and district councils and it is these smaller councils that have been steadily winning that war.

THE G.L.C. used to be the largest landlord in the western world but Desmond Plummer and Horace Cutler set about transferring the flats and houses to the London boroughs who have proved to be much better landlords. The G.L.C. no longer has responsibility for sewage disposal, the London ambulance service or London Transport. The only London-wide service which Londoners see from time to time and which the G.L.C. still provides is the Fire Brigade. All this has led to the G.L.C. and the Met. Counties trying to invent roles for themselves. The G.L.C.'s foreign policy calls for the reunification of Ireland and the renunciation of nuclear

weapons. They also want political control of London's police. The M.C.C.s and the G.L.C. have declared themselves "nuclear-free zones" and make only minimal provision for civil defence.

The G.L.C. has also supported a vast array of strange causes including political groups sympathetic to the Labour party; for example, the London Region C.N.D., the Labour Research Department, the Campaign to Curb Police Powers.

In effect, the G.L.C. has directly funded a whole constituency of Left-wing political activists which can be called on for support. When it comes to patronage, Mr Livingstone is today's version of the Duke of Newcastle.

The Women's Committee has a budget which is three times that of the Equal Opportunities Commission. How many ratepayers, if asked, would support this enormous municipal merry-go-round? The reality is that they have not been asked or consulted and the true slogan for the G.L.C. is "you don't have a say, you just have to pay." And how the London ratepayers have paid! I think we

## KENNETH BAKER,

Minister for Local Government, re-states the case for abolishing Metropolitan councils and the G.L.C.

should publish a "Cost of Livingstone Index." This would show that in three years he has nearly doubled the G.L.C.'s expenditure and it has grown four times as fast as other councils. It would also show that rates have gone up by 102 per cent.

Secondly, I am quite convinced that the London boroughs and the Met. districts will carry out more efficiently the duties and responsibilities devolved to them. The Tory councils openly say this and many Labour ones do as well but some cannot admit this openly yet. I am confirmed in this view by the fact that the Labour party has said that it does not intend to restore the six M.C.C.s. That has really knocked the stuffing out of the Met. Counties' campaign to fight for survival.

Abolition opponents have claimed that there will be a proliferation of unelected quangos taking over functions with very few going to the boroughs. This is nonsense. Seventy five per cent of the G.L.C.'s expenditure will go to the boroughs. In London there will be only one statutory joint authority, for the Fire Brigade.

In the Met. Counties we are proposing statutory joint authorities for fire, police and public

transport, run by the districts in the area and composed of elected councillors. These are not quangos and no one should forget that there are in local government several examples of joint authorities, for example the Thames Valley Police Authority, which work very well.

We recognise the need for a strategic overview for land-use planning. In London we propose to set up an advisory body, the London Planning Commission, for this purpose. Education in London will also be the responsibility of a directly elected ILEA.

Thirdly, there will be substantial savings as a result of abolition and we are determined that ratepayers will benefit.

Two levels of savings can be identified. First, £100 million from rationalisation. The G.L.C., for example, has 60 committees, sub-committees and panels, which is double the number the Conservatives had. All these need staffing.

There will also be savings as a result of the discretionary spending power of the abolished Counties disappearing. One immediate result of this will be the savings from ending Mr Livingstone's political campaigning. There will also be the proceeds from the sale of surplus property. The sale of County Hall could realise more than £100 million for Londoners and a saving on the rates of several million pounds a year.

Secondly, substantial further savings are expected as Metropolitan districts and borough councils absorb functions and provide them more efficiently. This will depend upon how the boroughs and districts will handle their new responsibilities. Four of the London Conservative boroughs have estimated that rationalisation or other savings could be as high as £200 million a year but this is essentially savings that they will have to deliver.

THERE'S no doubt that the certainty of abolition has galvanised the G.L.C. and Metropolitan County Councils into finding a rôle—that of trying to save themselves but also preparing for some sort of afterlife. Mr Livingstone is reported to be planning for some sort of G.L.C. in exile. He has accepted defeat, but I don't think that many would envy him the rôle of a latter-day Lazarus.

I understand that there are some who feel that London needs a directly elected strategic authority—a mini-G.L.C. I do not believe there is any need at all for such a body which would have no functions to justify its existence or the elections to it. The G.L.C. has always been a failure as a strategic authority and its failure to act on roads and the planning for Docklands show that very clearly. Historically there has never been any body that has spoken for London. London has many voices for it is a wonderful mixture of widely diverse people and places.

## The Tory tone of Red Ken's voice

TO IMITATE the distinctive south London voice of G.L.C. leader Ken Livingstone, the party political broadcast last night, the Tories went to the state of the G.L.C.'s own stage show, "The Ratepayers' Jollibee."

But David Kernan, who is nominated as musical actor of the year in next week's *Sweet Awards* for his part in the Gilbert and Sullivan parody, insisted that there must be no publicity for his role in the Tory film.

His uncanny ability to imitate Red Ken's nasal tones helped to make the show a success. The evening featured G.L.C. and Kernan and Livingstone appeared in publicity shots together.

A Tory spokesman refused to identify the actor concerned saying that it was a condition of his appearance that he is not named. Livingstone's office was more forthcoming. "They need Ken's voice to get anyone to watch their commercials," I was told.

## Inauspicious start

DR INDRAPRASAD PATEL, the new director of the London School of Economics, yesterday made the distressing discovery that his books and most of his worldly possessions had been ruined on their journey from India.

Lying beside the wooden crates outside his new home at 11, Grosvenor Place, appeared close to tears as he discovered that his belongings were damaged. His wife, Lakshmi, told me: "Until everything has been unpacked, we will not know how much has been damaged."

As one of the world's leading economists, and a worthy successor to Prof. Ralf Dahrendorf, who has returned to Germany, Patel's arrival at the L.S.E. which prides itself on its international links, was being keenly anticipated. Now it looks as though he will be forced to spend the next few weeks on an operation to salvage what he can from the ruins of a lifetime's work.

Archbishop John O'Connor of New York, tipped for imminent promotion to cardinal, was asked why, when he travels across the city, he likes to wear his full-length mogaen silk robe since it does not seem to be the most practical garment for clambering in and out of limousines. O'Connor's answer was to the point: "When you wear this," he said, "you don't get parking tickets."

## LONDON DAY BY DAY

November '84 for a Day of Action on the day of the full council meeting, to be held on Friday 16 November, 1984—we should stop work for the day and attend a mass lobby/rally at County Offices in Lincoln to show the County Council we are a hardworking responsible workforce and we expect the County Council to act like responsible employers."

## A Roosevelt remembered

POLITICAL LUMINARIES, including Edward Heath, Michael Foot, Roy Jenkins and Barbara Castle, joined American friends and relatives of Eleanor Roosevelt to commemorate the centenary of her birth at a seminar on human rights, held at the Banqueting Hall in Whitehall last night.

F.D.R.'s widow, whom President Truman once called "the First Lady of the World," was also an active politician in her own right who vigorously championed the cause of human rights. In fact, as Truman's appointee to the American delegation at the UN General Assembly, she helped in the drafting of the Universal Declaration of Human Rights.

She was also a formidable supporter of civil rights in America who successfully lobbied Democratic politicians in New York State to give equal treatment to blacks in the area of public housing. She once received a grizzled power-broker to protesting that "trying to refuse Mrs. Roosevelt anything she wanted was like trying to lapdance on a charlotte russe."

## Catching a Bream

THE GUITARIST Julian Bream well remembers being the subject of Michael Taylor's portrait which was unveiled yesterday at the National Portrait Gallery if only because the commission—a John Player sponsorship—had begun shortly before Bream damaged his arm in a car accident earlier this year.

The portrait, which is to join other contemporary paintings of such diverse personalities as Lord Butler, Lord Olivier and Paul McCartney



Fretful expression.

represented something of a challenge to the international musician because as Taylor painted him Bream was practising scales "getting my arm back into fettle" before setting off on his 26th tour of the United States.

At the unveiling, Bream evinced some scepticism that he looked quite so grim when he was playing. "Yes you do," said Taylor. "Quite often, even more so."

## Sensitive Royal

THE RADICAL Theatre Royal at Stratford East which has staged controversial plays, including the famous "Oh What a Lovely War," is particularly sensitive to criticism itself.

Having invited author Michael Coven to write a "warts and all" review of the 100-year-old theatre for *Quarterly*, the management is now upset by the results and is refusing to sell the book on its premises.

In particular they objected to two photographic captions which resurrected the memory of artistic failures. One especially one about the work of the thin-skinned socialist Barry Keefe whose next play will be staged at the Theatre Royal in the new year.

Coren's own comment on the latest farce running at the Royal: "It's ridiculous that a theatre which wants to bring down governments and change society won't stand for a little criticism."

## Raw tale

ONE HUNDRED years ago this month the last case of cannibalism to cause a public furore in this country passed into legal history.

Shipwrecked in the South Atlantic, the four-man crew of the yacht *Mignonette* drifted for 24 days without food or water in an open dinghy. Finally, the captain, Thomas Dudley, and his mate, Edwin Stephens, killed and ate parts of him.

Ultimately rescued by a German barque, the two seamen—who were charged with murder at Exeter Assizes—were sentenced to be hanged but were later set free in May, 1885. Kate Dunn, curator of the Falmouth Art Gallery, which was recently the scene of an exhibition about this celebrated case, tells me that the third crew member, Edmund Brooks, was never tried because he was against the killing—a scruple which did not prevent him from taking part in the grisly feast.

## All Greek to them

IN A REVIEW of a Chopin evening put on by the Haslemere and Grayshott Recorded Music Society, the *Herald* reported last week: "The story of Chopin's music began with a Polonaise and ended with a Musaka."

PETERBOROUGH

## The shepherd and his sheep

From the Marquess of LINLITHGOW  
SIR—Sooner or later the civil war in the coal mining industry will be over. There is far too much being written and said about "legacies of bitterness" and of families split from within, and from each other.

The press and television have been very steady. They realise as does everyone else that within 24 hours of a settlement, the matter is no longer news.

They who, I have learned to appreciate, realise that the matter concerns one of the most loyal and brave sections of a loyal and brave country, one of whose courageous virtues is to forgive and forget once the battle is finished with. I have no doubts that the mining communities can be relied upon to heal the wounds of conflict.

I find myself far more concerned with Church leaders, both Protestant and Catholic—although not scrupulously fair, let me refer to "The Bishops." For reasons not entirely of their own making they know they have lost the main reef of communication between themselves and their flock. Civil strife has opened up an avenue of approach and they have seized upon it, crook, native and pope.

As a confirmed Christian by experience and dogmatic definition let me recommend to them the experience of Bo-Peep. "Leave them alone and they will come home," provided that is the Bishops remain dedicated Shepherds and refrain from joining the Sheep management consultant lobbies.

LINLITHGOW

London, S.W.3.

## Advice to a bishop

From His Honour  
R. M. A. CHETWYND-TALBOT  
SIR—At the time of Catholic emancipation the then Bishop of Salisbury gave the Duke of Wellington much advice. On March 20, 1829, the Duke wrote to the Bishop in these terms:

"As your Lordship is so kind as to give me your advice allow me to give you a little: that is to reside in your Diocese; to attend to the duties of your high, important and sacred office... and your Lordship may rely upon it that I will do more to prevent the establishment of Popery and Dissent... than you ever will do by your political writings."

Would the Bishops of today be well advised to heed that excellent advice?

R. M. A. CHETWYND-TALBOT  
Bridgnorth, Salop.

## One solution

SIR—I sometimes wish that the Bishop of Durham could swap jobs with Mr Scargill. He would then be able to initiate the compromise he recommends between the Coal Board and the Miners' Union, while Mr Scargill could sit tight in Durham, holding forth, indefinitely, on the subject of the Virgin Birth.

WILLIAM DOUGLAS HOME  
East Meon, Hants.

## The future of the Falkland Islands

SIR—As one whose grandparents were pioneer settlers to the Falklands, with my mother's family still very much resident in the islands, and who was senior chaplain at Christchurch Cathedral, Stanley, from 1966 to 1970, when it was obvious that the Government was about to sell us down the River Plate for a cube of Oxo, I regret Mr George Robertson's letter (Nov. 25) on relationships with Argentina with great interest. It calls for a reply.

I have spent the years since 1966 putting the "Kelpers" point of view which so often goes by default.

With all Falkland Islanders I pray for and desire a solution to the "Malvinas" question as much as anyone, but it must be a solution which is fair and agreeable to Falkland Islanders who wish to remain British.

It does us well to recall that, per capita, the Falklands gave more of her sons in defence of freedom and of these shores in two World Wars than any other Commonwealth country.

Mr Robertson writes about financial advantage, realising any change in Government policy. Every per cent of all British Government expenditure dedicated "Falkland Islands" is spent in this country bringing much needed employment to the working people of the United Kingdom.

For more than a century the cash flow has been all one way and successive British governments, and therefore this nation, have profited from the efforts of hardworking Falkland Islanders. This was financial advantage. There was also a social advantage. We should now make good our own promises of the past by a massive programme of investment in the islands.

The Falkland Islands waters team with fish which are being commercially caught by Japan, Poland and Russia. There is undoubtedly oil in the offshore

## Student grants at home and abroad

From Mr GEORGE GARDINER, M.P.  
SIR—Many of your middle income readers with sons or daughters at or approaching university will agree with your judgement (leader, Nov. 27) that a system of student loans would be preferable to the punitive increase in their parental contributions proposed for 1985-86. Some of us, in fact, would prefer a basic grant topped up by loans.

But many will challenge your conclusion that a Conservative party believing in "the enhancement of personal provision in preference to the centralised allocation of resources" should not shrink from caning so many of its supporters in this way.

Miss Margot Norman, in her informative article referred to the Department of Education's calculation, based on 1973, that while we were paying mandatory student grants of £1,055, neither France, West Germany, Holland nor the United States provided much over £200. The point, surely, is that they did not spend so much on those countries' students, since in those countries the burden of direct taxation bearing on families is far lower.

Take the example of the family with a gross income of £20,000 and two dependent children. According to figures issued recently by the Inland Revenue, such a family in Great Britain pays 3 per cent of gross earnings in tax, say 18 per cent in West Germany 18 per cent, in Holland 17 per cent, and in the United States 16 per cent.

In Britain such a family pays 30 per cent on a very broad band of income, and 40 per cent at the margin. Yet these are the families that the Government now expects to pick up a colossal extra bill.

Yes, many would gladly take more direct responsibility for this, and for other things too. But to expect them to do so, while the present heavy tax rates apply to those middle income earners, is Conservative policy—or will it be, if many of us have our way.

GEORGE GARDINER

House of Commons.

## Sunday shopping

SIR—With regard to the report of the Audit committee (report, Nov. 22) which recommends the scrapping of all legal restrictions on shop opening hours and Sunday trading, it appears to me that such a radical change in shopping habits would favour only the extension of shopping centres in country areas near large centres of population.

This must mean the loss of business and inevitable closure of town centre shops, in turn leading to a serious loss of rates to the local authority.

I suggest that the rates charged on all premises doing business on Sundays be increased by, say, 25 per cent. Since the owners would expect an extra benefit from the community, they should be willing to pay for it.

JOHN KING

Brighton.

## Russian promises

SIR—Before the unilateralists and ladies of Greenham Common get too excited about Mr Chernenko's offer to Mr Kinross to reduce and dismantle some of his missiles targeted on Britain if Labour scraps British nuclear defences, they should think of a couple of aspects of Russian promises:

1. If a Labour Government should insist on removal of American missiles, it would take some time, probably a matter of weeks, to get them back: meanwhile Soviet missiles which might even have been verified as being no longer targeted on Britain, could be re-targeted within probably a matter of minutes.

2. The Soviet record of attacking nations with whom it has pacts, particularly non-aggression pacts, is a long record of betrayal. Its total failure to keep the Helsinki agreement on human rights has already become notorious.

R. EDWARDS

London, N.W.10.

## Solid CND policies

SIR—Unlike your Mr Charles Laurence's report on the Campaign for Nuclear Disarmament's annual conference, leader (Nov. 26) showed no understanding of what went on and why. CND already has the most solid policies against Soviet SS20s, subsequent counter-deployments and all nuclear strategies based on the alleged need for parity.

Those policies were endorsed again at conference by Joan Ruddock from the chair and were given overwhelming applause immediately after the discussion of the contentious resolution and at the end of the conference.

The difficulty we all faced was that the disputed resolution called for CND to "campaign against Soviet nuclear weapons and policies."

Here lay the difficulty. The Soviet Union supports, among other things, a no-first-use undertaking and a comprehensive test ban treaty. We are obliged to campaign against these policies as well if the resolution had it wiser not to put the majority thought resolution to the vote than to give the conference an ambiguous message.

To suggest that CND has softened its condemnation of Soviet weapons is not true. I and others will be reiterating that condemnation at Warsaw Pact capitals and English cheddar cheese.

Gen. Sec., Campaign for Nuclear Disarmament, London, N.4.

## Tarquin's choice

SIR—The Animal Liberation Front might do well to bear in mind that not only human beings enjoy delicacies. I used to know a Master munching porridge and a cat Tarquin is very partial to chocolate hiccups and English cheddar cheese.

P. M. SWINHOE-STADEN

Reconcofield, Bucks.



# The great City stag hunt for Telecom poachers

By ROLAND CRIBBEN Business Correspondent

A "HUNT THE STAG" operation was in full swing in the City of London and other parts of the country yesterday as applications for British Telecom shares continued to pour in right up to the 10 am deadline.

More than 100 accountants appointed by the Department of Trade and Industry were on the look-out for the stags—professional investors making multiple applications to pick up big blocks of shares in anticipation of making a quick profit when dealings start on Monday.

"Stagging" is a traditional City pursuit, but the Government has been anxious to reduce the scope for a speculative killing in a stock it wants to see widely spread among the public.

Applications have been limited to one form for up to a maximum of three people and stockbrokers and bankers were warned that they stand to lose generous commissions or face prosecution for fraud if they break the rules and try to tag the issue.

Multiple applications from individual investors will be disallowed.

## Girls in relays

Scores of stags were identified by the "policemen" from Peat Marwick and Mitchell, the leading accountancy firm, on duty at banks handling the applications in London and the provinces.

Mr David Vaughan, the senior partner in the firm, said: "A very substantial number of applications have been identified as being from 'obvious stags'. Others are extremely suspicious."

The "policemen" quickly spotted attempts by the professional investors to drop in multiple applications. One had five girls operating in relays to take in applications outside the National Westminster Bank in Drapers Gardens in the City.

Others made a tawdry bid around the banks handling the applications, dropping in forms as they went. The accountants were able to alert the banks about the tawdry operation from a central information network set up to monitor the movement of the stags.

Suspicious applications were being placed in separate boxes for checking. But the stagging operation ranged from the naive to the clever.

One applicant used every

number in the street where he lived but was caught not because he used the same name on each address.

"Others have used more sophisticated methods, but I'm not prepared to talk about them," said Mr Vaughan.

The policing operation will continue over the weekend. It will involve checking suspicious applications back to brokers and others using cheques to try to identify the centre of the stagging operation but it is recognised that some multiple applications will get through the net.

The last batch of applications from stockbrokers and members of the public began arriving in a steady stream at London banks from 7.30 a.m. onwards.

One of the highest cheques was for £9 million. Another was for £2.8 million, but may have been for the minimum 200 shares costing a total of £280 with an initial down payment of £100.

Big plastic boxes were brimful with application forms, cheques and even postal orders. One man cycled from Croydon to get his application in on time.

Between 6,000 and 7,000 bank staff have been seconded to handle the massive sorting and checking operation, together with a number of youngsters on Manpower Service Commission schemes.

City Report P21

## STANSTED PLAN IN A FORTNIGHT

By Our Political Staff

The long-awaited report on the possibility of expanding Stansted airport as London's third airport is now expected to be published within two weeks.

It has also examined the feasibility of creating a fifth passenger terminal at Heathrow. Copies of the inspector's report were received by Ministers yesterday.



Princess Anne meeting members of the Pakistani community during her visit yesterday to Bradford where, in her capacity as President of the Save the Children Fund, she attended a concert of music and dance by schools in the city.

## £10 is the maximum planned for new dog licences

By VALERIE ELLIOTT Political Staff

DOG owners in some parts of the country could soon be paying £10 to licence their pets.

This is the maximum sum envisaged by the Government in a consultative document on the future of dog licensing published yesterday.

The Government is backing a scheme which would abolish the present licensing system and give local authorities the responsibility for the future licensing of dogs.

Authorities would be allowed the discretion to decide on the levy they consider appropriate for the needs of their area, but a minimum fee of £5 for all licences has been suggested.

The dog licence has been unchanged since its introduction in 1878. It was then 7s and 6d and is now 37p. Some dogs owners may benefit shortly, however, for the licence is to be reduced to 7p when the half-penny is phased out until new arrangements are in force.

The suggestions in the paper are certain to arouse contro-

versy among dog owners, but the government is intent on promoting more responsible dog ownership and tackling the growing problems of dog nuisance which disturbs many neighbourhoods in the country.

### Responsible ownership

It is also committed to remove the absurdity of the present position which at present is costing some £5.5 million in licence fees.

Mr Waldegrave, Environment Under-Secretary, emphasised last night that before making any firm decision on future arrangements, they wanted to hear the views of the public.

He told Dr Ian Twinn, Conservative MP for Edmonton, in a Commons written reply: "our aim is to promote responsible dog ownership and at the same time enable local authorities to deal more effectively with dog nuisance."

There is no doubt the changes will embroil the Government in a fierce debate between dog-owners and other members of the public who are particularly irritated by dog faeces in the streets and parks. There will however be special provisions and fee exemptions

for guide dogs for the blind, working sheepdogs, and other discretionary categories, like dogs owned by the elderly.

It is also unclear whether a national dog age for a licence will be established or whether local authorities will decide for themselves. At present all dogs must be licensed except puppies under six months, hounds under 12 months never entered in a pack, guide dogs and working sheepdogs.

## PAINTINGS BY HITLER GO FOR £11,500

By Our Arts Sales Correspondent

Four small watercolours by Adolf Hitler painted between 1906 when he was 17 and 1924 were sold at Phillips in London yesterday for £11,500.

Hitler had intended all four to hang in a post-war museum at Linz and the best, a Bavarian street scene, was bought by a British dealer for £4,200.

The pictures were in a £114,110 sale of Third Reich memorabilia mostly comprising a continental collection made up of mementos taken home by General Leclerc's Free French troops who captured Hitler's Berchtesgaden headquarters.

## Indian envoy quits after son's arrest

Daily Telegraph Reporter  
INDIA'S High Commissioner to Britain, Mr Prakash Mehrotra, announced his resignation yesterday following the arrest of his son for shop-lifting.

Ravi Mehrotra, 21, was detained by a girl store detective outside Dillon's bookshop, Gower Street, near London University on Oct. 23. Police said he admitted stealing pens and stationery worth £14.

He claimed diplomatic immunity and was released without a charge.

### High standards

Mr Prakash Mehrotra, reputed to be a millionaire, and a former governor of Assam, was appointed to London last year. He flew to New Delhi this month to attend the funeral of Mrs Gandhi and is expected to return to London at the end of this week to wind up his affairs. He announced his resignation in New Delhi. In a letter to the Prime Minister, Mr Rajiv Gandhi, he said:

"I feel strongly that people in high position and public life should set high standards and adhere to certain values and code of conduct."

## ANOTHER DRAW IN MOSCOW CHESS MATCH

By Our Chess Correspondent

Another drawn game in the chess match in Moscow yesterday left Anatoly Karpov needing one more win to retain his world championship title. Garry Kasparov needs six wins and has not managed one in 13 weeks' play.

The match took a new course with a king's pawn opening for the first time. Karpov employed the Petroff defence, well-known for its drawish tendency, and by engineering the removal of queens by exchange on the 14th move he made the draw still more likely.

### Petroff's Defence

KASPAROV (White)	KARPOV (Black)
1 P-K4	P-K4
2 N-K3	N-K3
3 N-P	P-Q3
4 N-K3	N-P
5 P-Q4	P-Q4
6 B-Q3	N-Q3
7 Castles	P-KN5
8 P-B4	P-B3
9 P-P	N-P
10 Q-P	N-P
11 Q-R5	N-P
12 Q-R5	N-P
13 N-R3	N-P
14 Q-R5	N-P
15 N-R3	N-P
16 Q-R5	N-P
17 N-R3	N-P
18 N-R3	N-P
19 P-R3	N-P
20 P-R3	N-P
21 P-KN4	N-P
22 Q-Q4	N-P
23 P-R3	N-P
24 P-R2	N-P
25 P-R2	N-P

## 'Richard Hannay' U-boat saboteur dies aged 87

MAJOR Len Manderstam, who has died in London aged 87, was one of the most remarkable secret agents of the 1939-45 War. Born in Riga and a fluent Russian speaker, he was recruited to the Special Operations Executive soon after war broke out and became head of its West African section.

The SOE was charged with organising sabotage, espionage and subversion.

He was involved in a series of Richard Hannay-like operations against the Germans in Angola and Mozambique, including the blowing up of Nazi supply stores and the sabotaging of U-Boat fuel.

While in Angola he arranged the capture of a Vichy French ship and its valuable cargo, an exploit for which he was made an M.B.E. He also served in North Africa, Italy, Spain, Portugal, France and Germany.



Major Len Manderstam.

### Protest over prisoners

Towards the end of the war he was appointed head of the SOE Russian section, and was sent to Europe to check reports that large numbers of Russian exiles were serving in the German Army. Later he led protests against the forcible repatriation of millions of Russian prisoners.

Manderstam's protests were passed to the Foreign Secretary, Anthony Eden and to the Prime Minister, Winston Churchill, but to no avail. A pact signed with Stalin at Yalta sealed the prisoners' fate.

It was estimated that between two and four million Russians were sent to their deaths or to Soviet labour camps in what Manderstam described as "the most horrible and despicable episode in British history."

He was instructed to liaise closely with his NKVD counterparts in the Soviet secret service. But they did not resist Hitler, but Hitler survived and he had served as a Red Army officer during the Russian Revolution a fact he had also not disclosed to his superiors.

After his discharge he used expertise he had gained in working for the General Mining Co. of South Africa to build up his own international consultancy in oil and chemicals.

Till last year he always refused to discuss his life, but then prepared his memoirs with Roy Heron, a journalist and author.

Other Obituaries — P16

## SURVIVOR OF HITLER BOMB PLOT DIES

GEN. HANS SPEIDEL, former Nato Commander in Central Europe and one of the few survivors of the Hitler bomb plot, died yesterday aged 87.

He served in France and Belgium during the 1914-18 War and spent most of the 1939-45 War in France and the Soviet Union before being appointed Chief of Staff to Rommel on the Western Front in April, 1944.

Speidel helped co-ordinate the July 20, 1944, bomb plot against Hitler, but Hitler survived and he had served as a Red Army officer during the Russian Revolution a fact he had also not disclosed to his superiors.

However, Speidel survived seven months of questioning by the Gestapo, and escaped imprisonment in 1945 near Lake Constance until the Allies liberated the area.

Speidel then resumed his military career with the reformed West German Army and was Cin-C Nato Forces in Central Europe from 1957-65, when he retired.



## JUST HOW WELL DO YOU KNOW YOUR EMPLOYEES?

At present, storing information about your employees is probably relegated to either a card index or, if your company has about £20,000 to play around with, a computer mainframe system that requires the occasional trip to the data processing department.

However, for a fraction of the cost, Profiles PC is a brand new software package that will give you access to the detailed records of up to 4,000 employees. Using the simple to follow menu-driven system, which guides you each step of the way, detailed breakdowns of information are instantly available on a desk-top microcomputer.

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Personnel Software and Services



F.T. STOCK INOICES, November 28, 1984																																									
<p>PAY DAY: November 26-December 7.</p> <p>PAY DAY: December 17.</p> <p>BARGAINS TRANSACTO: 20,642.</p> <p>RISES: 556. FALLS: 231.</p> <p>UNCHANGED: 996.</p> <p>EQUITY TURNOVER (Nov. 27):</p> <p>Number of bargains 15,221:</p> <p>Value \$295.63 million.</p> <p>Volume 15,221 million.</p>	<table border="1"> <thead> <tr> <th></th> <th>Index</th> <th>Change</th> <th>High</th> <th>Low</th> </tr> </thead> <tbody> <tr> <td>Indust. Ord.</td> <td>929-2</td> <td>-3 1/8</td> <td>929-2</td> <td>755</td> </tr> <tr> <td>Gov. Sec.</td> <td>83-77</td> <td>+15 3/4</td> <td>84-15</td> <td>74</td> </tr> <tr> <td>Gold Minos</td> <td>550-9</td> <td>-9 1/8</td> <td>711-7</td> <td>485</td> </tr> <tr> <td>Fixed Int.</td> <td>86 16</td> <td>+0</td> <td>87-18</td> <td>80</td> </tr> <tr> <td>Ord. Div. p.c.</td> <td>4-60</td> <td>-0 1/8</td> <td>5-29</td> <td>4</td> </tr> <tr> <td>Earn Yld a.c.</td> <td>118-5</td> <td>-1</td> <td>118-29</td> <td>9</td> </tr> <tr> <td>F.T. 100:</td> <td>1187-5</td> <td>-9 1/2</td> <td>1187-5</td> <td>966</td> </tr> </tbody> </table>		Index	Change	High	Low	Indust. Ord.	929-2	-3 1/8	929-2	755	Gov. Sec.	83-77	+15 3/4	84-15	74	Gold Minos	550-9	-9 1/8	711-7	485	Fixed Int.	86 16	+0	87-18	80	Ord. Div. p.c.	4-60	-0 1/8	5-29	4	Earn Yld a.c.	118-5	-1	118-29	9	F.T. 100:	1187-5	-9 1/2	1187-5	966
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[illegible]

...	150	15	Atlantic Petroleum	160	..
...	206	17	Enterprise Oil	183	.. 3
...	98	15	Europa Petro.	15	..
...	148	13	Falcone Eco....	131	..
+ 1	138	20	Lakeland Un....	88	..

100..	1175	36	27	73	10	54	13
				68	19	18	47
							68

TOTAL CONTRACTS: 7,000

مركز من الامم

*(continued)*

ex-~~all~~ -- limitation loan suspended  
ex-capital return x unlimited security  
Tax free to non-residents

230	United States	223	+ 1	43
177	Utd. Scheurde	223	--	82
150	V. I. Istrueta	258	--	67
38	Vinaeron N.V.	87	--	

25	Wright	53	+ 2	25	10
46	Brown Green H	53	..	35	10
46	Beckham Dad	66	+ 1	173	118

Locker, Thos.	211*	-1-	134	70
Locker, T. A.	201*	-1-	324	216
Lon. Mid. Ind.	173	+ 8	286	232

Victor Fries..	92	..	99	69
Indian Group..	234		179	103
paper.....	198	+ 2	253	206

Networth	86	82	13	un
an invest	139	140	25	case
oms	253	196	80	table

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 n Com.... 133 --  
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**INVESTMENT & BUSINESS**

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### Telecom 20p premium

PREDICTIONS about the premium on British Telecom shares when dealing opened in the 30p market yesterday were that the 20p mark would be reached by the end of the day. The total value of applications for the 12.5m shares was estimated to be about £20m to £25m with about two million members of the public joining in the rush for the shares.

Details of the allotment will be announced on Sunday but Kleinwort Benson, the merchant bankers handling the issue, have already made it clear that the small shareholder will be protected.

The cheques lodged with the application are expected to be cashed tomorrow and the balance returned when allotment letters start going out next week.

### ICI-Alcan fight unitary tax

IMPERIAL Chemical Industries has joined Canada's Alcan Aluminium in a legal effort to have the proposed unitary tax system declared unconstitutional.

Alcan officials said that both Alcan and ICI have filed separate actions in Chicago against the State of California's unitary tax, which assesses taxes on the basis of worldwide profits.

Previous court attempts, by Alcan and other foreign companies to have the unitary tax declared unconstitutional or illegal have failed.

### C & W ahead

ON a comparable basis, profits at Cable and Wireless Group jumped from £27m to £109m before tax in the six months to Sept. 30, 1984. Attributable profits are up from £27m to £110m.

The interim dividend is lifted from 2.4p to 2.9p a share, payable March 29.

Question—P23

### BPB improves

BPB Industries has increased its first-half profits to £20.3m from £16.4m on a sales rise from £222m to £287m, while some levelling off in demand is expected in the second half the company is looking for an improvement in the overall result.

The interim dividend, payable Jan. 25, is to be raised from 2.5p net to 3.1p.

Question—P23

### Henderson sale

FUND management group Henderson Administration, which came to market last year, is planning to sell its interest in the overseas business Henderson Baring Management to Baring Bros and concentrate all its resources in a wholly-owned operation.

Henderson Administration reports first-half profits up from £2.2m to £11.6m before tax, and dividend goes up from 3p to 4p a share.

Question—P23

### Atlanta rejection

ATLANTA Investment Trust has issued its expected rejection of the £2.1m takeover bid by Grovesell Group. The Atlanta board stated that the Grovesell offer is totally unacceptable and will be withdrawing shortly to shareholders with a detailed rejection.

The Post Office Pension Fund emerges as holding a notifiable stake in Atlanta after a purchase of 26,472 shares brought its holding to 5.6 p.c. Atlanta is believed to have expressed substantial support from institutional shareholders and managing director Tony Cole expressed confidence that the current bid will fail.

### U.S. COMMODITIES

GOLD (commodities Jan. 23/84, Feb. 23/84, April 24/84, June 24/84, Aug. 24/84, Oct. 24/84, Dec. 24/84, Feb. 25/85, April 25/85, June 25/85, Aug. 25/85, Oct. 25/85, Dec. 25/85, Feb. 26/86, April 26/86, June 26/86, Aug. 26/86, Oct. 26/86, Dec. 26/86, Feb. 27/87, April 27/87, June 27/87, Aug. 27/87, Oct. 27/87, Dec. 27/87, Feb. 28/88, April 28/88, June 28/88, Aug. 28/88, Oct. 28/88, Dec. 28/88, Feb. 29/89, April 29/89, June 29/89, Aug. 29/89, Oct. 29/89, Dec. 29/89, Feb. 30/90, April 30/90, June 30/90, Aug. 30/90, Oct. 30/90, Dec. 30/90, Feb. 31/91, April 31/91, June 31/91, Aug. 31/91, Oct. 31/91, Dec. 31/91, Feb. 32/92, April 32/92, June 32/92, Aug. 32/92, Oct. 32/92, Dec. 32/92, Feb. 33/93, April 33/93, June 33/93, Aug. 33/93, Oct. 33/93, Dec. 33/93, Feb. 34/94, April 34/94, June 34/94, Aug. 34/94, Oct. 34/94, Dec. 34/94, Feb. 35/95, April 35/95, June 35/95, Aug. 35/95, Oct. 35/95, Dec. 35/95, Feb. 36/96, April 36/96, June 36/96, Aug. 36/96, Oct. 36/96, Dec. 36/96, Feb. 37/97, April 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# MONEY & EXCHANGES

## THE QUESTOR COLUMN

**THE POUND** fell sharply against a strong dollar yesterday and lost ground to Continental currencies as well, reflecting fears over oil price trends.

It closed 65 points down against the dollar, at \$1.2025 after touching \$1.2025 earlier in the day. It also slipped from 5.1825 to 5.1875 in terms of the Deutschmark. The sterling index closed 8.4 points down at 74.2.

**THE POUND ABROAD**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**OTHER MARKET RATES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**DOLLAR RATES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**EUROCURRENCIES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**COMMODITIES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

The performance of the pound and a huge shortage of cash in the banking system put slight upward pressure on money costs in London's wholesale deposit market, where the price of three-month money edged up to 8.4 p.c.

The Bank of England provided \$10 million to help to the bank's 3.4 m through bill operations to relieve a shortage caused mainly by the British Telecom issue.

**FORWARD RATES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**GOLD PRICE**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**PLATINUM NOBLES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**MONEY MARKET RATES**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

**CLARIFICATION OF THE RATE**

Unit	Rate
Australia	2.0100
Canada	1.2025
France	16.4800
Germany	5.1875
Italy	1.3600
Japan	160.0000
Netherlands	2.2000
Spain	166.6667
Sweden	13.7603
Switzerland	1.5000
US Dollar	1.2025

TELECOM fever infected the shares of Cable and Wireless yesterday. The price of the shares through 400p for the first time as investors conceivably forgot that only a year ago they turned their back on an offer for sale at 275p.

Once again Cable and Wireless has outperformed market hopes, with first-half profits for September 30 up from £80 million before tax to £109 million.

The result takes to Hong Kong Telephone Company where it gained control in February, but even if the acquisition is included for both periods, profits are still 25 p.c. ahead with earnings up 30 p.c.

Cable's chosen areas for expansion are the United States and the Far East and Pacific areas which are still powerfully ahead.

On a like-for-like basis, including Hong Kong Telephone for both periods, profits from the Far East are 34 p.c. ahead and account for two thirds of the pre-tax balance.

Most of the remainder is made up by the first-half profits from Africa — which divisionally and not geographically includes the Falkland Islands — where profits were up 66 p.c. and profit margin expanded to 50 p.c. on sales.

The Western Hemisphere saw flat profits, as extra returns generated in the United States and the Caribbean were eaten up by development expenditure. That situation will persist for the remainder of this year and into next.

# Far East success powers Cable

currents, to put the shares at 405p on a prospective 13 times earnings.

Considering the scope for growth and for further takeover activity the shares offer a secure home for disappointed Telecom money, even though the price is less than half that of Telecom.

**B P B Industries in a rut**

B P B INDUSTRIES is the British plaster board industry — or at least 98 p.c. of it — so it is no surprise to learn that the company has maintained its market share in a sector where volume grew by about 4 p.c.

But for all that, the interim profits to September 30 are not to be sold at. Building materials generally are well past their cyclical peak so the pre-tax rise from £36.7 million to £40.4 million is not bad going.

Geographically, Canada has been the best performer with more than doubled profits to £5.1 million which back up a United Kingdom improvement from £21.8 million to £25 million. These more than offset a return from £3.6 million to £2.3 million in France and Italy.

Paper and packaging increased its contribution from £4.8 million to £5.7 million despite pressure on margins from increased raw material costs. Some levelling off to demand should reach £87.5 million to £90 million, or a prospective multiple of 10 times.

With gearing standing at 10 p.c. of shareholders' funds the company is in a position to expand in other directions — its only other stopping it is its natural conservatism. This could also cause the shares to ease another point or so over the next couple of weeks.

**Henderson shows how**

REDEMPTIONS have been coming thick and fast to the unit trust business, a trend which has been accelerated as investors collected their money together for Buzby's Baby.

to that extent it came as a pleasant surprise that Henderson Administration's first-half profits were 45 p.c. ahead at £4.61 million and that it managed to keep out sales

of units moving ahead — albeit slowly.

Over the full year, profits should approach £10 million against £8.7 million before tax, to put the shares at 505p on a prospective 10 times earnings, making it the cheapest quality stock in the sector.

Further progress in the price, however, will be limited until the ramifications of the unwinding of the Henderson Baring operation can be assessed. That

associate contributed £2 million to last year's profits, and £10,000 in the latest half year.

The sale price to Baring is still being batted over, but if it is below £5 million Henderson shares are already dear enough, especially since it is already sitting on more cash than it knows what to do with.

**Questions over Tootal-Entrad**

SPECULATION mounted yesterday that new developments are imminent in the Tootal-Entrad saga. Questions follow: will Tootal, the largest Australian textile company, headed by an ex-Tootal director, have recently been stalking Tootal?

It has built up a stake in Tootal's equity of some 12.5 million Ordinary shares — 7.22 p.c. — and declared its intention of taking its holding up to 20 p.c., at which level it would demand boardroom representation.

The latest speculation has been stimulated by Tootal chairman Alan Wagstaffe's decision to cancel a long-standing meeting arranged tonight with the Society of Investment Analysts.

Mr Wagstaffe said: "I felt it better to cancel the meeting until the situation with Entrad can be seen in a clearer light. I hope to reinstate it as soon as that is possible."

## We expect to maintain rate of expansion

Kwik Save increased its number of stores last year to 385. In addition, five Freezer Centres were opened, and at least 15 should be trading by next August.

**Highlights of the year are:**

- Turnover up 15% to £641m
- Profit before tax up 16% to £31.8m
- Total dividend up from 3.5p to 4.1p per share
- Earnings per share up from 9.38p to 11.66p
- "Rate of expansion is expected to be maintained and we anticipate trading in over 420 stores by August 1985."

**KWIK SAVE**

Copies of the Report and Accounts will shortly be available from the Company Secretary, Kwik Save Discount Group PLC, Warren Drive, Prestatyn, Clwyd LL19 7HU.

## ARTHUR BELL SCOTCH WHISKY DISTILLERS

### Another Year of Growth throughout the World

BELL'S SCOTCH WHISKY maintained its position as clear market leader in the United Kingdom with a market share of twenty per cent and the company continues to place emphasis behind the promotion of BELL'S in a manner which fully reflects the quality of the product.

BELL'S Export Sales have for the past few years outperformed the industry as a whole and 1984 is no exception with additional market penetration being achieved in a number of Overseas countries.

In February 1984 the Company acquired the whole of the issued Share Capital of Gleneagles Hotels PLC. This acquisition forms a sound base from which further expansion can be developed in the area of prestige and high quality hotels.

In February 1984 the Company also purchased Wellington Importers Limited, an importer of wines and spirits with headquarters in New York. The facilities provided by Wellington will be used to distribute BELL'S in the U.S.A. and the range of products marketed by Wellington will be expanded.

### GROUP PROGRESS

	HOME SALES TURNOVER £m	EXPORT SALES TURNOVER £m	TOTAL ASSETS £m	PROFIT BEFORE TAX £m	DIVIDENDS PAID £m
1984	215.4	41.3	254.7	35.2	6.0
1983	209.0	37.7	203.1	31.3	4.6
1982	212.9	32.7	169.8	27.6	3.8

Extract from the Chairman's Statement:—  
Employees of all Divisions of the Group have contributed significantly to the achievement of the record results now reported. On behalf of the Board of Directors I would thank them for their continued support and for their contribution to the success of the Company.

GROUP	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
EARNINGS PER SHARE (Pence)	2.9	2.9	4.2	8.8	10.9	12.9	13.4	14.9	18.6	18.3	

ARTHUR BELL & SONS PLC, ESTABLISHED 1825 — AND STILL AN INDEPENDENT COMPANY.  
Copies of Arthur Bell & Sons plc Report and Accounts can be obtained from the Secretary, Cherrbank, Perth, Scotland.

## Colour Computer 2...

### The Most Complete Computing Value Your Money Can Buy!

**SAVE £20**

FROM **£99.95** Inc. VAT

Reg. Price £119.95 26-3134

### Look At The Built-In Features...

- Accepts Plug-In Instant Load Program Packs™
- Optional Disk Drives Simply Plug-In
- Allows Input and Output By Cassette Recorder
- Built-In Joystick Ports
- Simply Plugs Into Your Television Set
- Built-In Printer Ports

### Colour Computer Software Choice From £7.95

Here's A Small Selection From Our Software Line-Up

16K Software	
Cuthbert In Space. 26-7308	£7.95
Frogger. 26-7304	£7.95
Phantom Slayer. 26-7318	£7.95
Electron. 26-7327	£7.95
Composer. 26-7317	£14.95

32K Software	
The King. 26-7350	£7.95
Ice Castles. 26-7358	£7.95
World of Flight. 26-7359	£7.95
Pettigrew's Diary. 26-7354	£7.95
Operation Saturn. 26-7355	£7.95

ROM Pak Software

Andromeda. 26-3048	£12.95
Slay The Nerkus. 26-3065	£7.95
Bridge Tutor. 26-3158	£24.95 Save £15.00 £14.95
Dino Wars. 26-3057	£24.95 Save £8.00 £16.95
Bingo Math. 26-3150	£18.95 Save £5.00 £14.95

### A Present For Now And The Future!

16K Colour Computer 2: A great way to introduce your family to home computing! Just pop in a Program Pak to set up a budget, monitor your investments or help your kids learn important mathematical and reading skills. Play exciting arcade style games with sound effects! Expand at any time with more memory, disk drives, a phone modem or printer.

26-3134 £99.95

### 16K Extended BASIC Colour Computer 2

**SAVE £20** **£119.95** Extended Basic Version Reg. Price £139.95

Includes advanced programming capabilities for more spectacular graphics. Extra commands and features are fully explained in the inclusive tutorial manual.

26-3136 £119.95

### 64K Extended BASIC Colour Computer 2

**SAVE £30** **£169.95** 64K Colour Computer 2 Reg. Price £199.95

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INVESTMENTS	
ORDINARY SHARES	6.90% = 9.86%
7 DAY SHARES	8.30% = 11.86%
HIGH YIELD SHARES	8.50% = 12.14%
BOUNTY SHARES	8.80% = 12.57%
MAGNUM ACCOUNT	9.00% = 12.86%
5 YEAR TERM SHARES	8.75% = 12.50%
PREMIUM SHARES	7.75% = 11.07%
REGULAR SAVINGS	8.00% = 11.43%

INTEREST RATES SUBJECT TO VARIATION THROUGHOUT PERIOD OF INVESTMENT.

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1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38	2038-39	2039-40	2040-41	2041-42	2042-43	2043-44	2044-45	2045-46	2046-47	2047-48	2048-49	2049-50	2050-51	2051-52	2052-53	2053-54	2054-55	2055-56	2056-57	2057-58	2058-59	2059-60	2060-61	2061-62	2062-63	2063-64	2064-65	2065-66	2066-67	2067-68	2068-69	2069-70	2070-71	2071-72	2072-73	2073-74	2074-75	2075-76	2076-77	2077-78	2078-79	2079-80	2080-81	2081-82	2082-83	2083-84	2084-85	2085-86	2086-87	2087-88	2088-89	2089-90	2090-91	2091-92	2092-93	2093-94	2094-95	2095-96	2096-97	2097-98	2098-99	2099-00	2100-01	2101-02	2102-03	2103-04	2104-05	2105-06	2106-07	2107-08	2108-09	2109-10	2110-11	2111-12	2112-13	2113-14	2114-15	2115-16	2116-17	2117-18	2118-19	2119-20	2120-21	2121-22	2122-23	2123-24	2124-25	2125-26	2126-27	2127-28	2128-29	2129-30	2130-31	2131-32	2132-33	2133-34	2134-35	2135-36	2136-37	2137-38	2138-39	2139-40	2140-41	2141-42	2142-43	2143-44	2144-45	2145-46	2146-47	2147-48	2148-49	2149-50	2150-51	2151-52	2152-53	2153-54	2154-55	2155-56	2156-57	2157-58	2158-59	2159-60	2160-61	2161-62	2162-63	2163-64	2164-65	2165-66	2166-67	2167-68	2168-69	2169-70	2170-71	2171-72	2172-73	2173-74	2174-75	2175-76	2176-77	2177-78	2178-79	2179-80	2180-81	2181-82	2182-83	2183-84	2184-85	2185-86	2186-87	2187-88	2188-89	2189-90	2190-91	2191-92	2192-93	2193-94	2194-95	2195-96	2196-97	2197-98	2198-99	2199-00	2200-01	2201-02	2202-03	2203-04	2204-05	2205-06	2206-07	2207-08	2208-09	2209-10	2210-11	2211-12	2212-13	2213-14	2214-15	2215-16	2216-17	2217-18	2218-19	2219-20	2220-21	2221-22	2222-23	2223-24	2224-25	2225-26	2226-27	2227-28	2228-29	2229-30	2230-31	2231-32	2232-33	2233-34	2234-35	2235-36	2236-37	2237-38	2238-39	2239-40	2240-41	2241-42	2242-43	2243-44	2244-45	2245-46	2246-47	2247-48	2248-49	2249-50	2250-51	2251-52	2252-53	2253-54	2254-55	2255-56	2256-57	2257-58	2258-59	2259-60	2260-61	2261-62	2262-63	2263-64	2264-65	2265-66	2266-67	2267-68	2268-69	2269-70	2270-71	2271-72	2272-73	2273-74	2274-75	2275-76	2276-77	2277-78	2278-79	2279-80	2280-81	2281-82	2282-83	2283-84	2284-85	2285-86	2286-87	2287-88	2288-89	2289-90	2290-91	2291-92	2292-93	2293-94	2294-95	2295-96	2296-97	2297-98	2298-99	2299-00	2300-01	2301-02	2302-03	2303-04	2304-05	2305-06	2306-07	2307-08	2308-09	2309-10	2310-11	2311-12	2312-13	2313-14	2314-15	2315-16	2316-17	2317-18	2318-19	2319-20	2320-21	2321-22	2322-23	2323-24	2324-25	2325-26	2326-27	2327-28	2328-29	2329-30	2330-31	2331-32	2332-33	2333-34	2334-35	2335-36	2336-37	2337-38	2338-39	2339-40	2340-41	2341-42	2342-43	2343-44	2344-45	2345-46	2346-47	2347-48	2348-49	2349-50	2350-51	2351-52	2352-53	2353-54	2354-55	2355-56	2356-57	2357-58	2358-59	2359-60	2360-61	2361-62	2362-63	2363-64	2364-65	2365-66	2366-67	2367-68	2368-69	2369-70	2370-71	2371-72	2372-73	2373-74	2374-75	2375-76	2376-77	2377-78	2378-79	2379-80	2380-81	2381-82	2382-83	2383-84	2384-85	2385-86	2386-87	2387-88	2388-89	2389-90	2390-91	2391-92	2392-93	2393-94	2394-95	2395-96	2396-97	2397-98	2398-99	2399-00	2400-01	2401-02	2402-03	2403-04	2404-05	2405-06	2406-07	2407-08	2408-09	2409-10	2410-11	2411-12	2412-13	2413-14	2414-15	2415-16	2416-17	2417-18	2418-19	2419-20	2420-21	2421-22	2422-23	2423-24	2424-25	2425-26	2426-27	2427-28	2428-29	2429-30	2430-31	2431-32	2432-33	2433-34	2434-35	2435-36	2436-37	2437-38	2438-39	2439-40	2440-41	2441-42	2442-43	2443-44	2444-45	2445-46	2446-47	2447-48	2448-49	2449-50	2450-51	2451-52	2452-53	2453-54	2454-55	2455-56	2456-57	2457-58	2458-59	2459-60	2460-61	2461-62	2462-63	2463-64	2464-65	2465-66	2466-67	2467-68	2468-69	2469-70	2470-71	2471-72	2472-73	2473-74	2474-75	2475-76	2476-77	2477-78	2478-79	2479-80	2480-81	2481-82	2482-83	2483-84	2484-85	2485-86	2486-87	2487-88	2488-89	2489-90	2490-91	2491-92	2492-93	2493-94	2494-95	2495-96	2496-97	2497-98	2498-99	2499-00	2500-01	2501-02	2502-03	2503-04	2504-05	2505-06	2506-07	2507-08	2508-09	2509-10	2510-11	2511-12	2512-13	2513-14	2514-15	2515-16	2516-17	2517-18	2518-19	2519-20	2520-21	2521-22	2522-23	2523-24	2524-25	2525-26	2526-27	2527-28	2528-29	2529-30	2530-31	2531-32	2532-33	2533-34	2534-35	2535-36	2536-37	2537-38	2538-39	2539-40	2540-41	2541-42	2542-43	2543-44	2544-45	2545-46	2546-47	2547-48	2548-49	2549-50	2550-51	2551-52	2552-53	2553-54	2554-55	2555-56	2556-57	2557-58	2558-59	2559-60	2560-61	2561-62	2562-63	2563-64	2564-65	2565-66	2566-67	2567-68	2568-69	2569-70	2570-71	2571-72	2572-73	2573-74	2574-75	2575-76	2576-77	2577-78	2578-79	2579-80	2580-81	2581-82	2582-83	2583-84	2584-85	2585-86	2586-87	2587-88	2588-89	2589-90	2590-91	2591-92	2592-93	2593-94	2594-95	2595-96	2596-97	2597-98	2598-99	2599-00	2600-01	2601-02	2602-03	2603-04	2604-05	2605-06	2606-07	2607-08	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GOVERNMENT UNIT TRUSTS			
Unit	Name	Price	Change
100-1	Gold & Minerals	49.5	0.5
100-2	Energy & Resources	49.5	0.5
100-3	Government Bonds	49.5	0.5
100-4	Government Stocks	49.5	0.5
100-5	Government Securities	49.5	0.5
100-6	Government Assets	49.5	0.5
100-7	Government Liabilities	49.5	0.5
100-8	Government Equity	49.5	0.5
100-9	Government Debt	49.5	0.5
100-10	Government Cash	49.5	0.5
100-11	Government Property	49.5	0.5
100-12	Government Intangible	49.5	0.5
100-13	Government Real Estate	49.5	0.5
100-14	Government Infrastructure	49.5	0.5
100-15	Government Utilities	49.5	0.5
100-16	Government Services	49.5	0.5
100-17	Government Industries	49.5	0.5
100-18	Government Commerce	49.5	0.5
100-19	Government Agriculture	49.5	0.5
100-20	Government Forestry	49.5	0.5
100-21	Government Fisheries	49.5	0.5
100-22	Government Mining	49.5	0.5
100-23	Government Manufacturing	49.5	0.5
100-24	Government Transport	49.5	0.5
100-25	Government Communications	49.5	0.5
100-26	Government Health	49.5	0.5
100-27	Government Education	49.5	0.5
100-28	Government Culture	49.5	0.5
100-29	Government Recreation	49.5	0.5
100-30	Government Social Services	49.5	0.5
100-31	Government Housing	49.5	0.5
100-32	Government Urban Development	49.5	0.5
100-33	Government Regional Development	49.5	0.5
100-34	Government International Development	49.5	0.5
100-35	Government Foreign Aid	49.5	0.5
100-36	Government Trade	49.5	0.5
100-37	Government Investment	49.5	0.5
100-38	Government Savings	49.5	0.5
100-39	Government Insurance	49.5	0.5
100-40	Government Pension	49.5	0.5
100-41	Government Welfare	49.5	0.5
100-42	Government Social Security	49.5	0.5
100-43	Government Health Insurance	49.5	0.5
100-44	Government Life Insurance	49.5	0.5
100-45	Government Fire Insurance	49.5	0.5
100-46	Government Marine Insurance	49.5	0.5
100-47	Government Aviation Insurance	49.5	0.5
100-48	Government Motor Insurance	49.5	0.5
100-49	Government General Insurance	49.5	0.5
100-50	Government All Risks Insurance	49.5	0.5
100-51	Government Professional Indemnity	49.5	0.5
100-52	Government Directors' & Officers' Liability	49.5	0.5
100-53	Government Employment Practices Liability	49.5	0.5
100-54	Government Product Liability	49.5	0.5
100-55	Government Environmental Liability	49.5	0.5
100-56	Government Intellectual Property	49.5	0.5
100-57	Government Trademark	49.5	0.5
100-58	Government Patent	49.5	0.5
100-59	Government Copyright	49.5	0.5
100-60	Government Design Right	49.5	0.5
100-61	Government Database Right	49.5	0.5
100-62	Government Semiconductor Design Right	49.5	0.5
100-63	Government Plant Variety Right	49.5	0.5
100-64	Government Breeder's Right	49.5	0.5
100-65	Government Right of Priority	49.5	0.5
100-66	Government Right of First Refusal	49.5	0.5
100-67	Government Right of Pre-emption	49.5	0.5
100-68	Government Right of Redemption	49.5	0.5
100-69	Government Right of Repurchase	49.5	0.5
100-70	Government Right of Withdrawal	49.5	0.5
100-71	Government Right of Rescission	49.5	0.5
100-72	Government Right of Annulment	49.5	0.5
100-73	Government Right of Cancellation	49.5	0.5
100-74	Government Right of Termination	49.5	0.5
100-75	Government Right of Expiry	49.5	0.5
100-76	Government Right of Forfeiture	49.5	0.5
100-77	Government Right of Surrender	49.5	0.5
100-78	Government Right of Redemption	49.5	0.5
100-79	Government Right of Repurchase	49.5	0.5
100-80	Government Right of Withdrawal	49.5	0.5
100-81	Government Right of Rescission	49.5	0.5
100-82	Government Right of Annulment	49.5	0.5
100-83	Government Right of Cancellation	49.5	0.5
100-84	Government Right of Termination	49.5	0.5
100-85	Government Right of Expiry	49.5	0.5
100-86	Government Right of Forfeiture	49.5	0.5
100-87	Government Right of Surrender	49.5	0.5
100-88	Government Right of Redemption	49.5	0.5
100-89	Government Right of Repurchase	49.5	0.5
100-90	Government Right of Withdrawal	49.5	0.5
100-91	Government Right of Rescission	49.5	0.5
100-92	Government Right of Annulment	49.5	0.5
100-93	Government Right of Cancellation	49.5	0.5
100-94	Government Right of Termination	49.5	0.5
100-95	Government Right of Expiry	49.5	0.5
100-96	Government Right of Forfeiture	49.5	0.5
100-97	Government Right of Surrender	49.5	0.5
100-98	Government Right of Redemption	49.5	0.5
100-99	Government Right of Repurchase	49.5	0.5
100-100	Government Right of Withdrawal	49.5	0.5

## Telecommunications Planner

PHONE IN TONIGHT OR TOMORROW 29 AND 30 NOVEMBER, between 6 pm and 8 pm and talk, in complete confidence, to one of our consultants who will tell you something about the important position our client has available in their North London headquarters. Heavily involved in the banking industry and already using the latest technology, the Company has a tandem-based national telecommunications

for data capture. It needs someone to assist with the planning and development of its long-term expansion and associated telecommunications facilities. Applicants should have experience of working in the telecommunications planning, development or operations department of a large user/supplier of telecommunications facilities. Knowledge of Tandem and ICL hardware would be an advantage. He or she will be working in the areas of:

**Transmission protocols • Local Area Networks  
PSS Modems • Multiplexors and BT facilities • ISDN**

and familiarity with all or some of these will be a requirement.

Our client offers one of the most attractive benefits packages available - in fact, everything from luncheon vouchers through to house purchase assistance and relocation expenses - but phone in and we'll tell you more about what could be a major career step for you.

**DEANS GATE MANAGEMENT SERVICES**  
ADVERTISING • SEARCH • SELECTION  
DIVISION OF WHITE BULL HOUNDS  
LONDON • MANCHESTER

PHONE IN

**Counsellors  
&  
Community  
Representatives**

for the Birmingham area. Since 1977, Manor Clinics have provided private, confidential, family-oriented, and medically supervised treatment for alcoholism and other dependencies at Galsworthy Manor, Kington, Leicestershire.

Following the recent opening of our new private clinic in Edgbaston, we are seeking to recruit a number of personnel who are dedicated to helping alcoholics and their families to achieve meaningful sobriety, and to regain their health. Experienced Counsellors, able to supervise therapy programmes, are asked to apply, in writing, with C.V. and salary requirements. Recovering alcoholics, with public speaking abilities, are also invited to apply.

All applications will be dealt with in strictest confidence, and should be sent to: A. Lee, Manor Clinics, 17 Portland Road, Edgbaston, Birmingham B15 9HR.

**Manor Clinics**  
The door to recovery

**Graduates  
for industrial  
marketing**

West Midlands Oves: £8,000 p.a.

Our client is a major West Midlands based manufacturer who requires graduates for sales, and particularly marketing project work, as part of an established team. If you're a business studies or marketing graduate, with a bias towards computer literacy and handling statistics, this is the ideal opportunity to initiate development and widen your experience, by researching and developing your own findings.

Thorough training - aligned to specific marketing projects - will be given, although successful candidates will probably be able to demonstrate proficiency in this area already.

If you feel you can balance market forces with data analysis, to predict trends and enable the company to react profitably, we'd like to hear from you now.

Starting salary is c. £8,000, plus the usual fringe benefits you'd expect from a leading engineering company.

Please apply to writing to Confidential Reply Service, Ref C/2, Wyatt Recruitment, Wyatt House, 39 Colthorpe Road, Edgbaston, Birmingham, B15 2TS.

Applications will be treated in the strictest confidence, and will be forwarded to the client concerned, therefore any companies in which you are not interested should be listed in a covering letter.

**Watt RECRUITMENT**  
Advertising Consultants

## SPARES MANAGER ELECTRONIC PRODUCTS

Mitsubishi Electric (UK) Limited is well established in the manufacture and marketing of an extensive range of consumer products including television, audio and video players. In addition, we have responded to the increasing demands for specialised industrial products and are subsequently active in such fields as computer peripherals, telecommunications and automation equipment.

Our continuing expansion plans dictate the need for a new senior appointment in the management team at our Service Centre close to Junction 5 of the M1.

Reporting to the Engineering and Service Manager, the successful applicant will be responsible for running the purchasing, stock control and sales functions for spare parts, with staff using computerized systems. They should have several years relevant previous experience, preferably in the electronics industry and will need to have a successful track record as well as related business and/or electronics qualification.

This is a genuine opportunity to join an expanding company offering a generous salary package which includes a company car, twice yearly bonus, an excellent pension scheme and free BUPA cover.

Please contact the address below for an Application Form which will be treated in the strictest confidence.

A. Freemantle, Personnel and Administration Manager, Mitsubishi Electric (UK) Limited, Hertford Place, Denham Way, Maple Cross, Rickmansworth, Herts. WD3 2BJ. Tel: (0923) 770000

**MITSUBISHI ELECTRIC**

**Protec**

**FIRE DETECTION & EMERGENCY LIGHTING**

**SALES ENGINEERS**

Specifically Middle/Banks/Ordnance Also interested in receiving applications from

PROTEC FIRE DETECTION LIMITED offers a proven range of Fire Detection and Emergency Lighting equipment to Government Departments, Specifiers and the General Building Service Industry. After 15 years continuous experience we are now heavily involved in Micro-processor based products and extending our sales network to all United Kingdom areas.

We require additional professional Sales Personnel to fulfil our target growth. The candidate must be enthusiastic, self-motivated and have a desire to succeed. Experience within our industry would be an obvious advantage but persons with established Consultant/Specifier contacts, an electrical bias and a proven sales record would be afforded top product training.

As we wish to recruit well above average personnel, the remuneration package is excellent and negotiable.

Interviews will be conducted at our Barking, Essex, Sales Office and at our Head Office in Nelson, where requests for Application Forms should be made.

Please forward the address below for an Application Form which will be treated in the strictest confidence.

A. Freemantle, Personnel and Administration Manager, Mitsubishi Electric (UK) Limited, Hertford Place, Denham Way, Maple Cross, Rickmansworth, Herts. WD3 2BJ. Tel: (0923) 770000

**STATIONARY SALES REPRESENTATIVES**

Applicants must have a positive and enthusiastic approach to selling and be experienced in the Stationery field, to join an enthusiastic sales team in a very go-ahead company.

We offer a good basic salary, excellent commission rates and company car. Applicants who are at present in the trade and working Croydon, South West London, South Coast, and the Reading area will be preferred.

Please ring Cranleigh (0483) 273044.

## Management and Engineering

We are a multi-discipline design and management company operating primarily in the Nuclear, Power and Process Industries. We offer a complete service from conceptual studies through design, procurement, installation and commissioning. Demand for our services both at home and overseas is increasing as is the level of sophistication of the projects we handle and this has created a need for the following high-calibre people:-

### Senior Project Managers

— Preferably chartered engineers and must have a proven track record in controlling multi-discipline projects in excess of £50m value.

### Process/Project Engineers

— Chartered engineers with lead design or project engineering experience that preferably includes controlled environments/active materials processing/nuclear waste management/remote handling equipment.

### Proposals Manager

— Extensive client contact experience is required, from defining brief through to compiling proposals and making presentations.

### Senior Estimator

— With a minimum of ten years experience in the costing of process plant and a proven track record of successful work procurement.

### Senior Contract Administrator

— Project cost control experience is essential together with the ability to negotiate with sub-contractors and vendors.

Benefiting from the excellent back-up facilities of the Taylor Woodrow Group we are a young dynamic company and require men and women with high levels of energy and professional ability. In return we will offer attractive salaries and first class conditions of employment. If you wish to take advantage of these opportunities please write to: Peter Stone, Taylor Woodrow Management and Engineering Limited, 345 Fulham Road, Southall, Middlesex UB8 2DX. Tel. No. 01-575 4288.

**TAYLOR  
WOODROW**

Management & Engineering

## Process Management Systems Project Engineering

Distributed digital process control systems bearing the Honeywell name are already at work in many of the most prestigious processing plants and offshore facilities. Exciting opportunities now exist for Engineers qualified to HNC/Degree level with experience in engineering/design of digital process control systems to take engineering and project management responsibility for TDC 3000 projects. We at Honeywell Control Systems place high priority on our Engineers establishing a close working relationship with customers, which will call heavily on interpersonal skills and professional authority.

Contact us today on the Honeywell Control Systems Hotline - (0344) 424555 for more information about these important new appointments.

Or, if you can't get to a phone today, forward your CV to Richard Gould, Honeywell House, Charles Square, Brockley, Barking, RG12 1JB.

**Honeywell**  
CONTROL SYSTEMS



# Hoggett Bowers

Executive Search and Selection Consultants  
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## Managing Director

Industrial Consumables  
Leeds area, to £30,000 + car + profit sharing

This is a real opportunity for a young professional manager to run a highly successful, small, profitable company, being acquired by a US corporation, who are world leaders in their field. The company serves large industry, covering gas, telecommunications, electrical, steel, chemical and power generation. The aim is domination of the UK market through the development of existing resources and future investment. Candidates will be young, ideally mid-30's; they must be graduates in Engineering or Commerce with further education in sales/marketing, business planning/strategy and organisation/people. It is essential that they have front line experience in sales and marketing in the manufacturing of industrial consumer products, where skills in creating markets and applications are needed. Candidates will currently be in a £10m turnover company at General Manager or Sales/Marketing Director level. It goes without saying that candidates must be cash orientated, but line managers who believe that service is all important. Personal qualities of high energy, enthusiasm, persistence, integrity, decisiveness and competitiveness are essential. Future prospects are excellent for candidates who can show achievement and success in this role. J.R. Featherstone, Ref: 12321/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

## Engineering Manager

Food Industry  
West Middlesex, to £22,000 + car, Age 35-55

This is a key man-management role reporting to the Operations Director with responsibility, through a large department, for the maintenance of highly sophisticated plant and equipment in a leading food group. The company's record of growth and profitability over the last 5 years is unmatched within the industry. This has been achieved through a significant capital investment programme and recognition of the need to fully utilise and develop highly skilled professional staff. Candidates must have a high level of man-management experience in the maintenance section of a technologically advanced food business. Applicants must be innovative and be able to demonstrate a hands on management style and a successful track record. He/she will ideally be an engineering graduate or equivalent, and probably a member of an engineering institution. This is an excellent opportunity for career advancement in a progressive company which offers attractive large company benefits. B.F. Hoggett, Ref: 10452/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

## Technical Director

Electrical/Mechanical Products  
North West, £20,000 +, plus car

This well structured technically innovative company with a £5m turnover has a wide market penetration with a range of electrical installation products of high quality. To maintain their existing client base and to spearhead future developments within the market place, the requirement is for a highly experienced engineer who will be responsible for on-going development programmes of the company including manufacturing methods and technologies and product design and development. The person must be both technically aware and commercially orientated, capable of initiating original concepts and seeing them successfully carried through to manufacture. As part of a committed management team, and assisted by a highly competent department, the Technical Director will lead the company into the 1990's and be at the forefront of the company's growth plans. Candidates, ideally 35-45, will be qualified engineers from a volume electrical/mechanical environment with at least five years' direct experience of running a technical development department. Opportunities and benefits are first class and include relocation assistance. G. Soble, Ref: 29596/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

## Field Sales Manager

Sports Goods  
North West base, c.£17,500 + car

Strong brand identity with a broad range of quality sports products makes this a challenging opportunity within an international company. Responsibilities will be for motivating a professional sales force, setting budgets, monitoring performance and providing training and development where appropriate. Candidates, aged 30-45, must have had several years' successful man-management experience within a consumer goods environment. A comprehensive range of benefits include a high basic salary c.£15,000 plus a performance related bonus; assistance with relocation is available where applicable. G. Soble, Ref: 29597/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

## Electronics Engineer

Research and Development  
North West, c.£16,000

The company, part of a major international group, is currently embarking on a major modernisation and investment programme to maintain its position in the forefront of their specialist technological field. Presently manufacturing a range of high volume electrical/mechanical components with national usage, they are also actively involved in the development and use of micro-computer based electronics. The requirement is for an Electronics Engineer to lead a small team in the research and development of new and associated technologies which will include hardware but with the major emphasis on software development. Candidates must be Electronics Graduates, under 30, with several years' detailed experience in the development of electronic products. They will be expected to provide technical sales support and must have a cost awareness and be capable of advising production departments on the introduction of manufacturing techniques. A foreign language would be a distinct advantage. Opportunities for advancement are excellent and the usual large company benefits exist. G. Soble, Ref: 29598/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

## Financial Software Sales

Based W. Yorks. UK & Overseas Travel  
£15,000 basic, OTE £30,000 + car + relocation

The client is a rapidly expanding market leader in Financial Accounting Packages for the Hewlett Packard HP-3000, with the real prospect of also becoming the same for the DEC VAX range. The tremendous success of the product, coupled with exciting developments of additional products, has led to the need to appoint a Sales Executive who will report to, and work closely with, the M.D. Eventually, you will become involved in all aspects of company sales including overseas markets. Aged 28-45, you must have sold software packages. Turnkey Systems or Hardware are and, preferably, have had a taste of both large and small company environments. Additionally, the client is looking for someone with an accounting background, ideally qualified and experienced, possibly part qualified. Alternatively, a candidate with strong financial software expertise may fit the bill. The prospects are genuinely amongst the best on offer and the benefits package generous, open-ended, and includes relocation assistance. P.A. Adcock, Ref: 11611/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

## U.K. Sales/Marketing Manager

Yorkshire, c.£14,000 + bonus + car

This position is with a well established specialist confectionery manufacturer which is expanding its product range to address new market areas. The requirement is for an experienced Sales Manager who has the marketing flair to take a leading role in the identification and development of new product and market opportunities. Candidates must have experience of managing a sales force operating in the F.M.C.G. Pharmaceutical or similar markets, and possess well-developed business and market planning skills. This role will provide excellent scope for further career development, with success being recognised and well-rewarded. Relocation assistance is available. J. Kilvington, Ref: 2635/DT, 0742-731241, Bunk House, 110 Queen Street, SHEFFIELD, S1 2DW.

These positions are open to male or female candidates. Please telephone for a Personal History Form in the relevant office, quoting the appropriate reference.

# We've made an impact on the UK semiconductor market

and intend to expand upon it.

As one of the most aggressive semiconductor and systems manufacturers operating within the UK, development of our market share has really taken off. The next stages of continued growth objectives creates the following new positions within Technical Sales and Marketing for professionals looking for the challenge and rewards associated with such an explosive marketing approach...

## DIVISIONAL MANAGER (SD1)

Industrial Products c£30k + Car

A position requiring a strong man-manager with experience of the industrial market sector.

Ideal applicants will currently be working in the semiconductor market, in a sales or marketing role.

## MARKETING MANAGER (SM2)

c£30k + Car

This new division requires a professional marketer to direct a young team of marketing engineers in all aspects of the international semiconductor market.

Ideal applicants will currently be involved in a marketing function within the semiconductor industry and will have all round product appreciation. Foreign languages would be an advantage.

## PRODUCT MARKETING MANAGERS

c£20k + Car

\* MOS memory/telecom products (SM3)

\* MOS micro/graphic displays (SM4)

\* Discrete semiconductors (SM5)

\* Bi-polar linear products (SM6)

\* Semi-custom products (SM7)

Providing technical support to both the internal and external sales teams, product planning and distributor presentations. Ideal applicants will be under 30 with at least an HNC or equivalent qualification and will be prepared for frequent international trips.

## APPLICATIONS ENGINEERS (SAB)

c£18k + Car

Southern England Midlands/North

Ideal applicants will have extensive knowledge in either Bi-polar Linear or Discrete Products and will be qualified to degree standard. Applications experience is preferable although a Systems Design Engineer with commercial aptitude would be considered.

## SENIOR SALES ENGINEERS

c£18k + Car

The following positions require young, aggressive sales professionals with experience of the specific market sector, preferably with a semiconductor background.

### DISTRIBUTION (SS1)

Southern England

### COMPUTER (SS1)

Central Southern

### TELECOM (SS2)

S.E. London & Midlands/North

### CONSUMER/AUTOMOTIVE (SS3)

Midlands & South/South West

### INDUSTRIAL (SS4)

South & Midlands

### MILITARY (SS5)

Central Southern

Salary/remuneration packages will meet the expectations of the calibre of individual required.

In absolute confidence, Contact JULIA HEWETT on LUTON (0582) 450054 up to 9.30pm

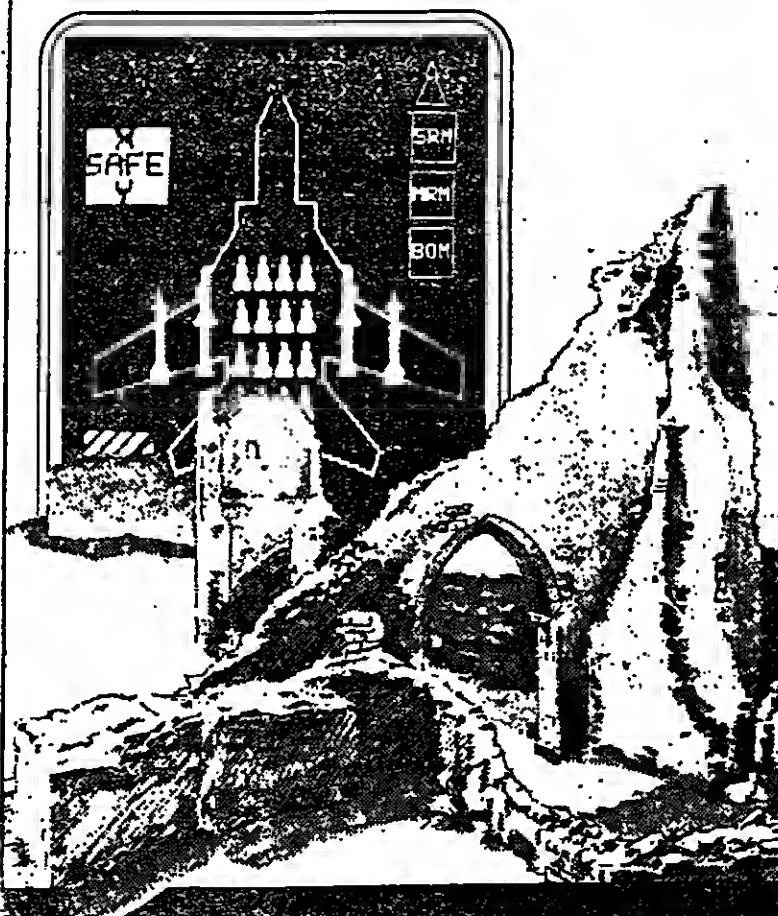
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# DEVELOP YOUR CAREER HORIZONS— AND YOUR LIFESTYLE—IN 1066 Country...



Computing Devices, based on the East Sussex Coast, offers the kind of future that ambitious professionals should consider carefully.

Before us lies a full order book and a great future — one we would like you to share. Our contracts include: Airborne Reconnaissance Digital Image Processing • Stores Management Systems for Military Aircraft. All around us you will find unspoilt natural beauty in one of the most historic regions of Britain. Behind us you will see a record of dynamic growth, together with the formidable resources of the Control Data Corporation.

We are a young company, with an informal friendly management style, offering a real opportunity to influence events, where your achievements will be quickly recognised.

Unless otherwise indicated, we seek graduates or equivalent with two or more years' experience for all appointments. The excellent career prospects are linked to our growth and not necessarily limited to function or location. Here are examples of some of our current opportunities:

**ASSISTANT PERSONNEL OFFICER**  
Anybody graduate to assist in the recruitment process and to develop close relationships with schools, colleges and universities. Ref: D16/L

**CONTRACTS OFFICER**  
Either a newly qualified graduate or someone with a couple of years' experience. Involvement in defence contract administration, quotations, costings, negotiations, and client liaison. Ref: D16/2

**FINANCIAL ANALYST**  
We are seeking a qualified accountant with 2 years' industrial experience of financial planning and budgeting including risk analysis, using computer based models. Ref: D16/3

**SYSTEMS ANALYST**  
For this appointment we seek someone with commercial experience of applications software and systems, preferably PDP equipment with DBDL and RSTS/E. Ref: D16/4

**PROJECT ADMINISTRATORS**  
To plan and co-ordinate multi-discipline engineering programmes, to critical deadlines. These opportunities call for administrators with good interpersonal skills. Ref: D16/5

For all jobs, in addition to competitive salaries, you can expect an exceptionally good range of company benefits and you will be pleasantly surprised by house prices in East Sussex. Please telephone or write for an application form and information to: Nigel Perks, Computing Devices Company Limited, Cuckfield Road, St. Leonards-on-Sea, East Sussex TN38 7NJ. Tel: (0424) 53482.

COMPUTING DEVICES



## Minicomputer Engineering Support

Design and Manufacturing  
c£10-14,000

As one of the largest and almost certainly the fastest growing British manufacturer of advanced minicomputers and office automation systems, Quality Engineering is too small a word for the resources and expertise we pour into ensuring that our integrated systems perform to (and beyond) the limits to which they were designed.

So we're looking for engineers whose backgrounds fit them to the challenge of refining some of the most advanced computer technology in the UK, from the fundamental level of the initial design concept, through the development of hardware, software and manufacturing processes, into customer acceptance and beyond. Ensuring that integrity is designed in and not built on.

### Hardware/Peripherals Quality Support

You'll need both a practical flair blended with the technical depth that enables you to work comfortably with teams and suppliers at all levels. In this respect a good HNC/HND plus several years experience in electronics design, computer support, manufacturing or a technical quality role would be ideal. Age 25-40.

### Hardware/Software Quality Support

The same basic requirements apply, except that you will have added a good working knowledge of high level languages such as FORTRAN, COBOL or CORAL to your electronics background. This could well have been gained in a field such as test programs.

Both positions represent excellent career opportunities within a growing team.

Contact Dennis Wing on (0442) 3272 or send a brief CV to me at: ITL, Eaton Road, Hemel Hempstead, Herts. HP2 7LS. Alternatively phone our consultants, Macmillan Davies on (0992) 552552 quoting reference ITL.



Information Technology Limited

## imos

## REAL-TIME PROGRAMMERS

Programmers are required for a small systems house in Central London. Candidates MUST have real-time experience, be able to work unsupervised, have at least two years' practical programming experience, have experience in RT11, RSX11M, PLUS and MACRO II languages, and assembler programming on DEC PDP11 equipment.

It is desirable, but not essential, that candidates have a knowledge of telecommunications, one or more languages other than English, VAX experience and FORTRAN experience.

The 5-figure salary will be related to skill and experience, and will be better than industry average, plus attractive incentive schemes. Although the company is based in London it operates world-wide and candidates must be prepared to undertake overseas assignments of 2-6 weeks' duration.

Write with C.V. for appointment for interview to A. G. Chater, I.M.O.S. Ltd., First Floor, 155 Farnham Road, London E.C.1.

## PRODUCTION/PROCESS ENGINEERING MANAGER

c£12,000 pa

Lancashire Coast

Our clients, a division of a small yet progressive group are specialists in solvent recovery and formulation. A planned expansion programme which includes the development of a new processing plant necessitates the appointment of a first class Chemical Engineer. This new position reports directly to the Managing Director and duties will encompass directing and controlling the day-to-day activities of the processing plant. Ideally the person appointed will be aged 25-35 and have a degree in Chemical Engineering. In addition to possessing a good practical background candidates will be selected on the basis of man-management experience and the ability to maximize efficiency in the continuous processing environment.

The company is based in a rural setting which offers good housing and social amenities. Remuneration is excellent and includes a full range of benefits and re-location assistance.

This is a career opportunity and therefore we are interested in hearing from young ambitious engineers not yet convinced their present employment offers long-term prospects.

For further information contact: LYNDIA COWAN REC.I.



Tryangle Management Consultants  
2nd Floor 6 Church Street, Altrincham, Cheshire WA14 4DW  
Telephone: 061-941 5747 (24 hours)

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City: 01-236 5354

## SELECTION & ADVERTISING

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### General Operations Manager - Fast Food

... to create a nationwide chain of outlets

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MANAGEMENT  
SELECTION**

This exciting fast food system catering concept is well established and highly profitable. In Europe, Pilot outlets in the UK have been successful and the company, a wholly owned subsidiary of a £200-million international group, is now ready for the next development phase. Your challenge is to assume profit accountability for the UK operation. Initial emphasis will be on the further expansion of turnover in existing outlets through imaginative concept development, promotions and more effective operations management. Later, from a sound commercial base, you will progressively develop a substantial chain of outlets nationwide. Success will ensure your rapid career development. Probably in your late 20's or 30's and professionally qualified you will

have at least 2 years' relevant regional/operations management experience in fast food, system catering or similar multi-outlet catering environment. Creativity, entrepreneurial flair, obvious promotional and determination to succeed are all critical requirements. Salary for discussion to the level indicated. Quality care and most usual big company benefits including generous help with relocation where appropriate. Location: initially Central London. Please send full career details in confidence to: J. M. Hodgson ref. D.18307, HAY-MSL Management Selection, Grosvenor House, 12-18 Queen Street, Manchester M2 5HS.

TO £25K + CAR

### Commercial Manager

To join Computervision... the world leader in CAD/CAM

**COMPUTERVISION**

Computervision has an enviable record of sustained profitable growth as the world leader in sophisticated CAD/CAM and CAE technology. Our continuing expansion in the UK has created an opportunity for a Manager with commercial flair and practical and logical decision making skills to head a small department, at our Basingstoke headquarters, reporting to the Finance and Administration Managers and working closely with the Sales and Technical departments. Your responsibilities will include carrying out financial negotiations, advising on contractual matters, and reporting on sales activity. You will also lead a small team of administrators concerned with all aspects of order processing, shipping, delivery and invoicing. Sound experience within a commercial department is more important

BASINGSTOKE, HANTS: c.£16,000 + PROFIT SHARE

than academic qualifications, although evidence of formal training in contract law, import/export procedures and finance and accounting is necessary. Computer industry experience is essential and a background in sales, finance or purchasing would be particularly useful. In addition to a salary negotiable around £16,000, we offer an attractive range of benefits including profit sharing bonus, pension scheme, free BUPA, and relocation assistance where appropriate. Career prospects, as you would expect from a fast growing, high technology company, are excellent. Please send a resume or telephone for an application form to: Keith Neal, Computervision Limited, Computervision Centre, New Street, Basingstoke, Hants RG21 1AB, Tel: Basingstoke (0256) 58133.

### Marketing of Non-ferrous Metals

**BP  
BP Minerals  
International  
Limited**

BP Minerals International is one of the principal businesses of The British Petroleum Company p.l.c. and is involved in exploration, mining and metal production and operations in some twenty countries. To keep pace with BP Minerals' continuing growth in the mining industry, an opportunity has arisen for an Executive Assistant to join its small but senior marketing team. Reporting to the Marketing Manager, and based in the West End of London, responsibilities will involve all aspects of the marketing of current production which includes copper, zinc, tin and nickel, and the evaluation of market potential for new products such as uranium.

Candidates, preferably aged 30 to 40 years, must have previous experience in marketing of non-ferrous metals and/or concentrate. An attractive salary is negotiable. Excellent benefits include non-contributory pension and generous assistance with relocation expenses where appropriate. Please write in confidence with full career details to Mrs. H.G. Ashburn, BP Minerals International Limited, Seintion Trust Building, Masons Avenue, Coleman Street, London EC2V 8BU. BP is an equal opportunity employer.

### Factory Services Engineer

**Pointtree  
Mackintosh**

This appointment will appeal to Graduate/Chartered Engineers with experience in the supply of factory services. The Services Engineer will report to the Chief Engineer and will be involved with the design, specification and maintenance of all service installations and supply of utilities. The position requires experience in refrigeration, air conditioning and the servicing of both liquid and solid boiler systems. Knowledge of water treatment and humidity control would be useful. The Halifax operation employs approximately 3,000 - around 220 of whom are maintenance staff - manufacturing Quality Street and Toffo. The plant, consisting of ten small factory units, is modern and of a high technical order. We offer an attractive starting salary, usual large-company benefits and good career prospects. Attractive and reasonably priced housing is available within easy travelling distance of the M2 and the Pennine area. Please write for an application form to: B. E. Clarke, Group Recruitment Manager, Pointtree Mackintosh plc, York YO1 1XY.

HALIFAX

### Production & Operations Director

**Spillers  
Foods**

Spillers Foods Limited is one of Britain's leading food manufacturers. Our By-Products Division is a major part of our business and is concerned with the collection, processing and distribution of meat-based raw materials for pet foods. We now wish to appoint a Director of our Manchester site who will have full operational and budgetary responsibility for all production, engineering and transport activities within the Group. Reporting to the Managing Director, the successful applicant will be a member of the By-Products Group board and will play a full part in the commercial running of the business. There will also be significant involvement in industrial relations, including the annual wage bargaining round.

Applicants, aged 35 to 50, should have considerable experience of plant management at a senior level, preferably within the food industry, and in a unionised environment. Qualifications are less important than proven ability. The attractive conditions of employment will reflect the seniority of this position and will include company car and relocation assistance, where appropriate. Please telephone for an application form to: M. F. Langley, Personnel Controller, Spillers Foods Limited, Blagdon Road, New Malden, Surrey. Tel: 01-849 6100.

MANCHESTER: c.£16,500 + CAR

### Corporate Development

**Boots**

This challenging post will ideally suit a graduate with sound accounting skills, considerable commercial acumen and proven ability in the investigation of acquisitions. You could be an accountant, preferably chartered, possess a business degree, or have relevant commercial experience. The Boots Company is committed to a corporate development strategy that will greatly improve our presence in a number of major markets through acquisitions. The strategy involves investments in our international trading base through acquisitions. To exploit fully the opportunities available to us we now seek to strengthen further our Corporate Development team.

Your key role will be to search out, study and analyse the finances and other characteristics of businesses both in the UK and overseas which might be potential acquisition candidates. This will include an evaluation of the effects of such an acquisition on all parts of the Group. Benefits are those you expect from a major company with a substantial reputation worldwide. They will include profit sharing, generous staff discount facilities and where appropriate, an excellent relocation package. Please send full details of your career to date and current salary package to: Jim Hallatt, Employment Services Manager, The Boots Company PLC, Head Office, Nottingham NG2 3AA.

NOTTINGHAM: c.£16,000

### Naval Architect - Offshore Engineering

**BP**

This is an opportunity for a young Naval Architect to work in the Offshore Division of our Engineering and Technical Centre. This post is London based, but could eventually lead to project work elsewhere in the UK or overseas. Working in the Division's multi-disciplinary team, you will be involved in the development of schemes for offshore oil production through fixed, as well as floating, structures. You will contribute to conceptual design proposals and review outside designers' proposals. In due course the opportunity should arise to co-ordinate small teams of designers and supervise the work of consultants and contractors. Aged around 28 to 30 you must have a good degree in naval architecture or equivalent and have chartered status in a relevant professional institution. As well as knowledge of modern ship-building

practice, you should have at least 3 years' experience of the offshore oil industry. In areas such as semi-submersible design or operation, or offshore tanker mooring. Experience of working offshore is highly desirable. An attractive salary will be offered and benefits include a non-contributory pension scheme and generous relocation assistance, where appropriate. Please write or telephone for an application form, quoting ref. D.177, to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-220 3464. BP is an equal opportunity employer.

### Statisticians

**CU  
ASSURANCE**

Commercial Union Assurance, one of Britain's leading international insurance groups, has newly created opportunities for Statisticians in its City of London. In both cases the persons appointed will contribute to the overall development of relevant insurance accounts by improving the level and quality of statistical information available to Management and by developing decision support systems in relevant areas. They will also undertake the analysis of specific data as required. Preferably in their late 20's or early 30's, applicants must be educated to at least good Honours degree standard in statistics, mathematics or an allied subject. Additionally they should have considerable experience in the design and use of mathematical models for the analysis of statistical data and the development of computer systems. This experience should have been gained in a commercial environment - ideally that of a Non-Life

insurance organisation. The successful candidates will demonstrate a high standard of verbal communications skill, both orally and in writing. They must be capable of working on their own initiative under broad Management direction and within agreed timescales. We offer a salary negotiable to circa £15,000, including Central London allowance, and a valuable benefits package which includes low cost Personal Life Assurance and Mortgage schemes after a suitable period of qualifying service. Please send full details of your qualifications and career history, to: Miss E. Duggins, U.K. Personnel Dept., Commercial Union Assurance, Commercial Union House, 69 Park Lane, Croydon, Surrey CR9 1BE.

CITY OF LONDON: c.£15,000 + BENEFITS

### Production Planning Manager - Electro-Mechanical Environment

**Hunting  
Hivolt Ltd**

Hunting Hivolt, one of the most rapidly expanding engineering companies on the South Coast, is a member of the Hunting Group of companies. A new appointment is to be made in our highly successful Military Division. The mandate will be to draw together, co-ordinate and lead the three separate disciplines of planning, industrial engineering and estimating with the main objective of streamlining the steps from pre-production, and achieving high levels of customer satisfaction (primarily MoD). Our Military Division designs and installs communication and electronic systems in military vehicles and produces mobile power generating

systems. The environment is primarily electro-mechanical short batch work on contracts valued from £5m. to £25m. Career prospects are limited to company performance and are therefore excellent, and major company benefits include relocation help. You will probably be of graduate status with a practical background at a senior level in at least one of the disciplines above and preferably two or more. You should be experienced in the management of change and ideally from an MoD electro-mechanical environment. Please send full details, including salary, making an application form to: Chris Blake, Hunting Hivolt Limited, Ryeburn Works, Shoreham-by-Sea, Sussex BN4 5FL.

### Opportunities in Mini Aerosol Development

**Glaxo  
Operations  
UK Limited**

Glaxo is the largest British-owned pharmaceutical company with an enviable reputation for successful ethical pharmaceutical products. We are currently setting up a unit specifically concerned with the development of aerosols for a wide range of anti-asthma preparations, and have the following attractive opportunities for experienced technical staff.

**Technician**

Educated to H.Tech or HNC level you will have gained substantial experience working in a field relevant to aerosol development, and will provide full technical assistance in the work of this unit.

### Graduate - Chemistry or related sciences

Working in an exciting developmental role you will carry out trouble-shooting, process development and validation exercises. You should have at least 2 years' post-graduate experience, preferably gained working with aerosols and the mechanics of aerosol delivery.

In addition to a competitive salary these positions carry an attractive benefits package including non-contributory pension, guaranteed bonuses and an excellent sports and social club. For further information and an application form, please write to, or telephone: Miss D. F. Wier, Personnel Officer, Glaxo Operations UK Ltd, Priory Street, Ware, Herts SG12 1DP. Tel: Ware (0920) 3953, ext. 2175.

### Careers in Sales - with training for success

**Pitney Bowes**

There are few companies where new sales people, men or women, can so quickly make their mark as Pitney Bowes - one of the world's leading office systems manufacturers. You can achieve earnings and benefits that, at the moment, seem a distant dream. A Sales Career in Pitney Bowes can offer you:

- £13,000 + on target earnings, including a significant base salary, and a bonus in your first year - after that the sky is the limit in a dynamic, positive sales training that is second to none, in a dynamic, positive environment.
- The chance to attend sales conventions abroad in places like Barbados, Marbella and Malta
- Real opportunities for promotion into sales management
- A superb range of office equipment to sell including mailing systems and telecommunications, facsimile and copier products

Start or develop your sales career with a world leader c.£13,000 + CAR

• LONDON • N.W. KENT • SURREY • HERTS • DORSET • BIRMINGHAM • CUMBRIA • MANCHESTER/LIVERPOOL

• A career in an expanding 'blue chip' multi-national with a long, well-established record of outstanding success - 18-20% compound growth over the past 6 years and a worldwide turnover of \$2.2m. There's much more but we'll tell you all about it if we meet.

What we want from you is:

- A good basic education - preferably to 'A' level standard
- A positive, enthusiastic personality with a flair for achievement
- The desire to succeed through ability and hard work
- A current driving licence

Preferred age range 22 to 32. To find out more telephone Terry Pace, National Recruitment and Sales Training Manager, on Harlow (0275) 26731 today or tomorrow. Pitney Bowes means people.

**Century Aluminium**

### Area Sales Managers - Extruded Products

MIDLANDS: SOUTH

Century Aluminium, a highly successful company supplying aluminium extrusion to the general engineering and building markets, wishes to appoint two Area Sales Managers to expand its operation in the Midlands and South. The successful candidates must possess a proven track record in selling to those markets, preferably with extrusion experience - although this is not essential as training will be given. The ability to identify and

develop new accounts in these areas is also essential. A competitive salary is available to those of the right calibre and a company car and non-contributory pension scheme make up the package. In the first instance, please write to: D. M. Cuthbert, Century Aluminium Company Ltd, Century House, 14 Dale End, Birmingham B4 7LN. All enquiries will be treated in the strictest confidence.

Aluminium Bahrain (ALBA) is the major aluminium producer in the Arabian Gulf currently producing in excess of 170,000 tonnes a year. The Smelter operation includes Reduction and Casting Departments, a

### Shift Charge Engineer

... to operate and control on shift the 24 MS5001 gas turbine units, 3 banks of 150 MVA rectifiers and 11 KV distribution network. Candidates, aged 25 to 40 and qualified to at least HNC or equivalent

Carbon Plant, a Vehicle Workshop, a six mile Aerial Ropeway, its own Marine loading and discharging facilities and a 420 MW Power Station.

BAHRAIN: c.£23,500 + BENEFITS

### Mechanical Engineer

... reporting directly to the Manager, Maintenance Power and Utilities. This department operates and maintains the 24 gas turbines, 16 rectifier units, the 11 KV network in addition to all ancillary equipment which includes water, air and desalination supplies to the plant. The successful candidate will be required to investigate, propose and effect solutions to

problems arising on all installed equipment and to complete all engineering project work. Candidates, aged 25 to 40 and qualified to at least HNC in Mechanical Engineering must have a minimum of 5 years' experience on rotating equipment including gas turbines. Ref. D.M.E.

BAHRAIN: c.£22,500 + BENEFITS

Earnings, at present tax free and freely transferable, will be around £23,500 and £22,500 respectively calculated at current exchange rates. The first position is offered on a 5 year and the second position 2 year fixed term contract basis. In addition, substantial benefits include: • end of contract bonus and provident fund • 30 working days' annual leave plus 12 days public holidays • rent free furnished air-conditioned bungalow • recruitment and repatriation expenses • annual return air fares for employee and family • children's education allowances • free medical care and life insurance.

Bahrain is a stable and attractive country in which to live. English is widely spoken and the company is experienced in the rapid and smooth entry of expatriate staff into the local community. Extensive sports and social facilities exist. Please write with full details, quoting the appropriate reference number, to: K. W. Rowe, Alfa Smelter Services Ltd, Sandbrook House, 2-5 Old Bond Street, London W1X 3TB. BP is an equal opportunity employer.

### Geophysicist

Since its formation in 1974 BP Coal has acquired widespread international coal interests and today is one of the world's largest coal companies with an annual turnover of £440m. and a saleable production of some 10m. tonnes. It already has in situ reserves of some 30m. tonnes and is actively exploring in Australia, Southern Africa, Indonesia and elsewhere.

LONDON BASED

You will be required to: • advise on the geophysical aspects of coal exploration programmes • assist in developing geophysical log interpretation techniques and software, working closely with our Research Centre • assist in computerised coal reserve evaluations and, as required, in geological work programmes and review studies. International travel is likely to be required.

You must be a graduate in geophysics/physics and have at least 4 years' experience in the mining/exploration industry. A thorough knowledge of downhole geophysical logging is essential. Experience in the application of computers in exploration is desirable. Starting salary will be up to £22,500 and should be higher for an exceptional candidate. Excellent benefits include non-contributory pension and generous assistance with relocation expenses, where appropriate. Please write or telephone for an application form, quoting ref. D.178 to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-220 3464. BP is an equal opportunity employer.

### International Auditor

Extensive Travel Opportunities - Europe & N. America

Our client is fast growing and successful, part of a multi-national organisation, and has a world-wide reputation in its own specialist engineering field. The role is to develop, which carries outstanding career prospects, will bring you into frequent contact with senior decision makers on both sides of the Atlantic, and provides a real opportunity to influence both the Group's future and your own. Based near Edinburgh, this is a 'hands-on' control and liaison role between the UK headquarters and the operating subsidiaries abroad and is part consulting and part auditing. Extensive

£14,000-£16,000 + EXCELLENT PROSPECTS

travel will be involved, mainly in Europe. You should be ACA or ACCA, aged 24 or over, with qualities which generate cordial working relationships. You must have at least 4 years' experience covering auditing and computerised accounting. Major company benefits include relocation. Please write with full details. These will be forwarded direct to our client. List separately any companies to whom your application should not be sent. B. C. Oliver, ref. D.1842, HAY-MSL, Confidential Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

### Area Sales Manager - Export

We are an expanding major independent seafood company with worldwide trading interests, based in an attractive part of Wiltshire. We require two Area Sales Managers to join a small effective team in our Head Office based Export Sales Department, negotiating with major national European companies.

WILTS: £11,000-£14,000 + CAR

Applicants should be aged 28 to 40, with a minimum of three years' experience in a similar role, ideally including seafood or frozen food areas. Fluency in German is essential for one post, fluency in

French for the other. As European travel is a major feature of this position, knowledge of a further European language would be an advantage. An excellent package includes profit related bonus schemes, non-contributory pension, free BUPA, help towards relocation. For further details please write with CV to Max Keyzer, Flying Geese Limited, Basing House, Bishopscroft, Warrimoor, Wiltshire BA12 9HU. Tel: (01985) 214565.

### Senior Contracts Officers... with experience of MoD contracts

MANCHESTER AND WEYMOUTH: ATTRACTIVE SALARIES AND BENEFITS

Our outstanding success in real time action computer systems and an extensive order book has created three new challenging appointments... one is to be based at our headquarters near Manchester and the second at our Weymouth office. The Senior Contracts Officers will be fully involved in the preparation of tenders and the contract administration of the resulting orders. As the work will be mainly for the Ministry of Defence, a detailed knowledge and experience of Ministry terms, conditions and procedures for

administering post plus and fixed price contracts is essential. Attractive starting salaries are negotiable and benefits are those associated with a company of Ferranti's standing and reputation including generous relocation assistance in suitable cases. Please write with a detailed CV, quoting ref. D.144, to: Colin Roberts, Ferranti Computer Systems Ltd, FREEPOST, STOCKPORT, Cheshire SK3 0YF.

### Personnel Officer

... career opportunity in Northern England

As market leader in the British pharmaceutical industry Glaxo is rapidly enjoying outstanding success and a highly profitable performance. Operating in a fast moving and demanding manufacturing environment, you will play an active role in providing a comprehensive personnel service to over 1,400 staff, a significant proportion of whom are scientifically and technically qualified. This will include recruitment, IR, salary administration and ensuring consistency in the operation of personnel policies. You will be joining a young and professional team whose key objectives are to maintain good employee relations and to develop the personnel function to benefit the future of both the company and its employees.

c.£13,000

Probably in your late 20's to early 30's you should be an ambitious graduate with 5 years' suitable experience. Ideally gained in a pharmaceutical, life chemicals or similar industry. A creative and flexible approach to IR and excellent interpersonal skills are keys to success in this appointment. Located in the attractive market town of Barnard Castle, the company offers a full relocation package, significant profit related bonus, non-contributory pension and life assurance, together with excellent sports and social facilities. In the first instance please send full career details - in confidence - to: Sheila Whelan ref. D.51002, HAY-MSL Personnel, Grosvenor House, 12-18 Queen Street, Manchester M2 5HS.

### Engineers/Sales Engineers - Environmental Controls

Sauter Automation Ltd. have successfully expanded to become the foremost name in the design and manufacture of Europe's most advanced range of control equipment for environmental control and energy conservation. Our success has created the following opportunities. • Training Engineer at Slough with all expenses paid for all three posts. We also offer an attractive benefits package including competitive salaries, free life insurance, BUPA - after a qualifying period, pension scheme, and 24 days' holiday. • For an application form, please write or telephone: The Personnel Officer, Sauter Automation Ltd., 165 Bath Road, Slough, Berks SL1 4AA. Tel: (0753) 38221.

**Sales Staff** Responsible for the London, Bristol or Manchester area, you should possess a sales background in the commercial and industrial controls market, preferably with a degree or a good technical qualification. **Commissioning and Service Engineers** Operating in the London area, you should be a graduate or well qualified technician, who would like to gain experience in control systems and application, leading into commissioning and servicing of automatic control systems and computers.

### Investment Review Analysis

Opportunity for young qualified accountant

This newly created opportunity in our Industrial Division Finance Department is for a young accountant, probably working in manufacturing industry, who has at least two years' post-qualification experience and, ideally, an economics background. Your experience should have been gained in the costing and/or fixed capital investment field. Your role is to be in the costing and/or fixed capital investment field. You will be working on preparing a data base and a set of criteria for monitoring divisional performance against capital employed. You will be required to compare divisional performance with relevant outside business and there will be involvement with the Department of Industry on investigating grant opportunities.

NOTTINGHAM: c.£13,000

The benefits package is excellent and includes a profit sharing bonus and assistance with relocation expenses, where appropriate. Nottingham offers significant attractions - housing prices are some of the most reasonable in the country - sports and cultural amenities are superb - the Deanshills Dales and Park District are at your doorstep - and London and other major cities are within 2 hours reach. Career development prospects are excellent. Please write with full details or telephone for an application form to: Jim Hallatt, Employment Services Manager, The Boots Company PLC, Head Office, Nottingham NG2 3AA. Tel: Nottingham (0202) 506111, ext. 2321.

### Management Training Officer

SavaCentre is a joint Sainsbury's and British Home Stores enterprise set up in the mid 70's and one of today's major retail success stories. We now have six hypermarkets in operation and there are plans for further expansion.

WOKINGHAM, BERKSHIRE: ATTRACTIVE SALARY + CAR

The hypermarket environment presents a unique challenge to the Management Training professional - the challenge of creating effective Head Office and in-store training for over 750 managers/supervisory level staff and equipping them to meet the demands of maintaining our high standards of customer service in a fast moving environment. Based at our Wokingham Head Office and reporting to the Management Development Manager you will be working closely with all levels of Head Office and Store Management and have responsibility for developing and implementing management training courses. Specific emphasis is in the following key areas: • Developing a range of management/technical skills training packages • Acting as tutor/course leader in the running of management training

courses both in the Stores/Head Office and on a residential basis. • Training Store Training Officers to run management training packages. • Contributing to the overall direction and development of the Company training function. Aged, ideally, mid-late twenties and with previous management training experience and possibly line management experience - preferably gained in a retail environment - you will need an innovative approach and a high level of communication skills to meet the SavaCentre challenge. A high degree of mobility is required. Career prospects within training, personnel or line management are first class. We are offering an attractive 5 figure starting salary, company car and excellent benefits packages which includes generous assistance with relocation expenses where appropriate. Please write with full career details to: Steven Hemmings, Personnel Manager, SavaCentre Ltd., 45-47 Peach Street, Wokingham, Berkshire RG11 1XL.

### Chartered Mechanical or Chemical Engineer

... for key role in a major capital accounting project

Dairy Crest, the country's leading dairy product manufacturer with a turnover in excess of £350m., has recently set up a capital accounting project team, charged with the task of standardising company records for both leased and owned assets. We now need a Chartered Engineer to join the team for approximately 12 months. As a team member you will be involved with historical records and be responsible for defining, establishing and implementing a standard framework to be used on the major capital investment programme, relating to the 1983-1988 strategic plans. Specifically this will mean developing a detailed reference system for all capital assets together with identifying and physical assets for both historical cost and current cost purposes. Qualified to Chartered Engineer status - ideally mechanical or chemical

ATTRACTIVE SALARY + CAR

- you must have relevant experience of project/process engineering work in a similar or related industry. Familiarity with the preparation of documents for data entry would be an advantage. The post will involve substantial travel and the majority of the working time will be spent at our factory sites, which are primarily in the S. Wales, S. West and West Midlands areas. It is likely, therefore, that you will live in one of these areas. Regular visits will also be necessary to our Head Office in Surrey. We offer an excellent salary, dependent on experience, and a benefits package which includes a company car. Please write or telephone for an application form to the Personnel Administration Manager, Dairy Crest, Milk Marketing Board, Thames Ditton, Surrey KT7 0EL. Tel: 01-398 2853.





## Shell U.K. Exploration and Production

# INSTRUMENTATION AND CONTROL

### PROJECT CONCEPTION TO PROJECT COMPLETION

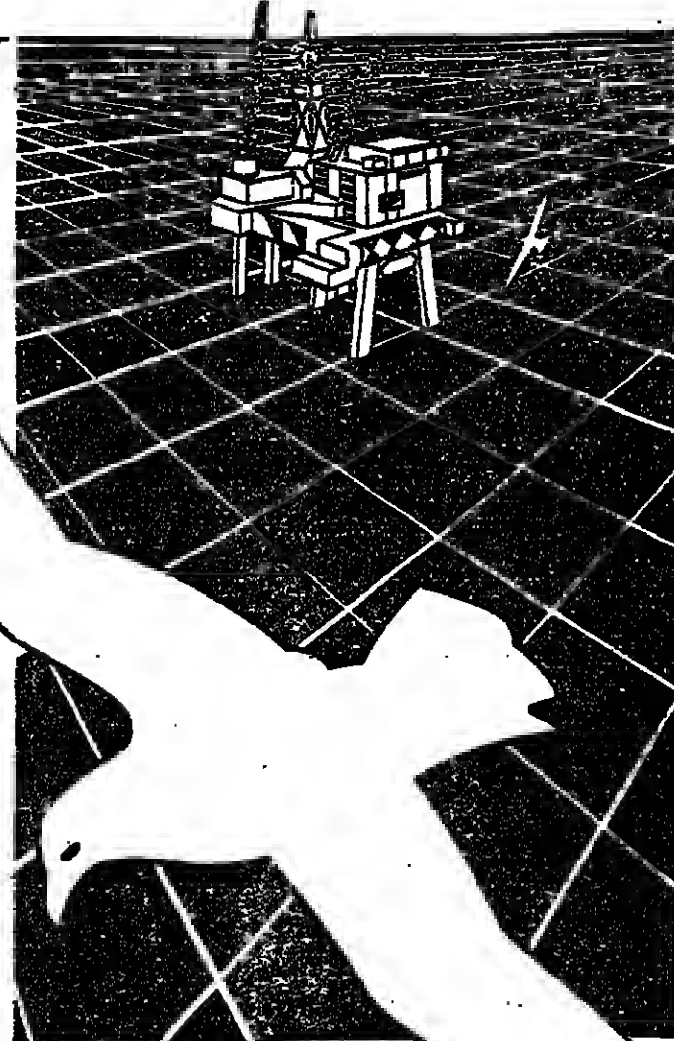
With 10 Development Rigs and 8 Mobile Rigs and a network of underwater pipelines to bring the oil and gas ashore, we are one of the leading operators in the North Sea. We are therefore, in the best position to appreciate the extent to which successful, offshore production depends on advanced and reliable control and data collection systems. We also know that in order to enhance the efficiency of our present activities and realise the potential of future opportunities, these systems will need to become even more sophisticated. With that in mind, we are now seeking the following, specialist engineers to work in the locations shown:

- \*S.C.A.D.A. Engineers (London & Aberdeen)
- \*Instrumentation Engineers - Underwater Systems Development (London)
- \*Instrumentation Engineers - Platform Topsides Facilities (London)

For all these positions, it is essential that you hold a B.Sc. or equivalent in one of the following disciplines: Instrumentation/Control Engineering; Electrical/Electronic Engineering; Chemical Engineering or Applied Physics. You will also need a minimum of 5 years' experience in the petrochemical industry and specific expertise in relation to the post for which you apply.

You will not only receive a remuneration package which reflects your importance to our future but you will also gain the satisfaction of seeing a project develop from conception to completion and the chance to develop your career in line with our achievements.

Please telephone 01-257 5001 for an application form, or write, enclosing a full CV, to: Shell U.K. Exploration and Production, Attention UEP152, Shell-Mex House, Strand, London WC2R 0DX. Please quote Ref No: DT291184.



## NEW GENERATION NORTH SEA PROJECTS

### Electrical Building Services Engineers

# The Power behind the scenes

Like most engineers, we start at the bottom and work up. The difference is that at the end of the day the fruits of our labours are appreciated by literally millions of people. Where would any radio or TV programme be without the power running lighting, recording and transmission equipment alike? And it's all planned and installed by Power Distribution Section of the BBC's Studio Capital Projects Department.

As an experienced Building Services Engineer, the BBC can offer you the opportunity of working alongside other technical specialists in the exciting world of radio and television broadcasting. Not only can we offer a stimulating working environment, flexible working hours and pensionable employment, but also that rare distinction of being recognised as a professional in your own right.

In the role of a specialist Engineer, you will be involved in estimating, design, planning, preparation of tenders and supervising contracts for a wide range of

electrical building services. These will include lighting schemes, power supplies, fire protection, switchgear and distribution systems, as well as a host of other technical requirements.

A minimum qualification of HNC in Electrical Engineering or equivalent is required, although a degree and/or membership of a relevant Chartered Institution would be an advantage. A broad background in building services is essential, with additional experience in closely related fields including electronics being desirable.

Although based in London at our new offices in Wood Lane W12, many of the men and women we appoint will have the opportunity to spend short periods away from base when carrying out work at our regional premises.

Our rewards are very competitive. Salaries are on a scale rising to £12,892, with entry normally between £10,179 and £11,004. Salary review in April 1985.

We are an equal opportunities employer.



**BBC engineering**  
Making an Art of Technology

For further information and an application form, please write, quoting reference 84E/4125 to: The Engineering Recruitment Officer, PO Box 281, London W1A 2BL.

## OPERATIONS AND PLANNING MANAGER

Home Counties (North)

Excellent Salary - Car

### An outstanding Production Management Opportunity with a major U.K. Heavy Engineering Mfg. Group.

Our Client, a well established profitable division of a major U.K. Heavy Engineering Group has earned an international reputation for the excellence of the engineering and performance of their machines. This new executive post has been created to co-ordinate the resources of the Marketing Department and production facilities of the Manufacturing Division to achieve optimum business efficiency. Reporting direct to the General Manager (Manufacturing) you will have wide-ranging responsibilities. These will include ensuring that plant manufacturing capacity is fully utilised by providing effective liaison between Marketing and Manufacturing and that cost estimates and delivery times are meticulously provided and positively monitored.

Applicants should telephone Gilbert Brown on 01-531 0212 or write quoting Ref. GC30.

**IPG Technical Recruitment Ltd.**

Julian House, 25-28 Gt. Portland St. London W1N 5AD Tel 01-637 0212 (24 hrs)

Professionals in Selection & Search



## Regional Sales Manager

-Retail Southern Area  
Telephones and small office communication systems  
c.£15,000 pa. & car

Our Client is a highly successful and profitable designer and manufacturer of technically advanced products, the market for which is growing rapidly and offers enormous scope for future development.

The person appointed will be responsible for increasing sales to major key accounts throughout the Southern territory. Candidates should be fast thinking, quick acting sales professionals with good administrative skills and managerial potential. Ideally, applicants in their late 20's or early 30's, will have spent several years selling within the consumer electronics field but those with FMCG experience should also apply. Above all, he/she must possess the proven ability to successfully conduct negotiations with experienced and senior buyers from customer organisations.

Prospects for career progression are excellent. In addition to a highly competitive basic salary our client will offer the usual benefits associated with a large and progressive organisation.

Confidential Reply Service: Please write with full CV quoting reference M471 on your envelope, listing separately any company to whom you do not wish your details to be sent. CV's will be forwarded directly to our client who will conduct the interviews. Charles Barker Human Resources (Midlands) Limited, 19th Floor, Kennedy Tower, Snow Hill, Queensway, Birmingham B4 6JB.

**CHARLES BARKER**  
ADVERTISING - SELECTION - SEARCH

UML LIMITED

## Process Control and Instrumentation Engineer

UML Limited, a Unilever Services Company located on the Wirral has a vacancy for a Process Control and Instrumentation Engineer who will report directly to the Technical Manager. He/she will be responsible for providing the complete process control and instrumentation service to UML's Merseyside Power Station.

In this position he/she will work in close contact with both Operations and other Engineering Service Departments to ensure that plant reliability and efficiency is maintained at best possible cost.

A large capital investment programme to install a Coal Fired Boiler and Engine Generator has recently commenced. A new Control Room is to be provided and the Process Control and

Instrumentation Engineer will have a major involvement in integrating the existing and new station controls into this.

The successful candidate should be a Corporate Member of a Professional Engineering Institute with 4-5 years' Process Control experience in Power Stations or other continuous Process Plant operations.

Unilever conditions of employment apply and include contributory pension, 5 weeks' holiday, medical cover and car allowance.

Applications giving brief CV's should be sent to: E.M. McEldown, Company Personnel Manager, UML Limited, Wood Street, Port Sunlight, Merseyside L62 4XN. (We are an Equal Opportunity Employer)

## Sales Executives

CONVEYOR SALES (Floor & Overhead) (Medium & Heavy Industries)

A) Southern Region

B) Northern Region

Our Client, Torvald Fisher Engineering, "world leaders" in the materials handling and systems engineering fields, are now expanding their sales team in the above areas in an effort to maintain their increasing market penetration. The ideal applicants will have a design and manufacturing background in this field together with a good sales track record. Applicants with the necessary engineering background but lacking sales experience will also be considered.

A knowledge of floor or overhead conveying systems is essential in such industries as process, metallurgical, motor, white metal goods and finishing industries. The successful applicants will need to be hard working, tenacious and able to convince engineers of the superiority of our products and have a creative style of territory management.

The personal rewards are excellent, including salary, incentive scheme, company car, pension and life assurance package.

In the first instance please send C.V. and full details of sales achievements and experience to our Consultant, Bob Townes, Austin Knight Advertising UK Limited,

Tricorn House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.



**Austin Knight Advertising**

## PRODUCT MARKETING

A Unique Opportunity for A.T.E. Users

£14K

S. England

A major force in the manufacture and marketing of high cost capital Automatic Test Equipment, this Company has been hugely successful by ensuring equipment meets the REAL needs of the electronics manufacturing industry it serves.

The increasingly sophisticated board test problems which manufacturers are seeking to solve puts a heavy emphasis on a thorough technical understanding of what the customer is trying to achieve within his unique manufacturing environment.

To further progress this concept, we are seeking two specialists with extensive A.T.E. experience as users, in either:

1. In-Circuit Testing Ref: ET 136/DT or
2. Functional Testing Ref: ET 137/DT

- You will be:

- Degree Qualified
- Up to 35 years of age
- Familiar with digital analogue and micro processor based circuits.

Forming a centre of technical excellence, you will assess product parameters and outline potential solutions, ensuring in close partnership with customers that their needs are met effectively in practice. You will provide technical support and training, to sales, sales support and post-sales functions, and ensure proper collection and documentation of all new application projects on a worldwide basis. As such, a degree of travel throughout the U.K., Europe and the U.S. should be expected.

If you meet these requirements, and feel you would enjoy the variety and technical challenge this opportunity presents, call... Bill Peach for an initial and confidential discussion on Swindon (0793) 614700 or alternatively write enclosing brief career details to:

Randall-Massey Recruitment Consultants  
136 Victoria Road  
Swindon SN1 3BU

RANDALL

## Maintenance Engineer

W. London

Over £14,000+ Car

A highly successful international company, our client manufactures a wide range of fast moving consumer goods and holds market leadership in several major product sectors.

The smooth operation of the company's distribution function requires the provision of an effective electrical, mechanical and house support service, and the company are now seeking an experienced Engineer to direct the work of the maintenance teams at their six distribution centres.

The holder of an appropriate technical qualification, you must have management experience and a broad knowledge of engineering and electrical services maintenance that includes air conditioning, ventilation and heating, and advanced material handling systems. A good understanding of building maintenance would be an added advantage.

A salary package over £14,000 is offered, together with an attractive range of benefits including a company car. You will be based at the company's distribution headquarters in West London, and some travel within the UK will be required.

Please apply, in the first instance, enclosing your r.e.v. to: Ref: MA 533, Robert Marshall Advertising Limited, 44, Wellington Street, London WC2E 7DJ. Please list separately any companies to whom your application should not be sent.



Robert Marshall Advertising Ltd

## An Export Sales Opportunity in Pharmaceutical Chemicals

Loughborough, Leics c£15k+ Benefits

The Pharmaceutical Division of Fisons plc manufactures and markets internationally a range of ethical and proprietary products. The Division has an enviable record of growth and profitability with 75% of turnover attributable to overseas activities.

Recognition within the export operations department has created an opportunity for a high-calibre person to take responsibility for the dextran business. Dextran is a pharmaceutical raw material supplied to companies who specialise in intravenous solutions for the hospital market.

Responsibilities cover the sales and profitability of dextran worldwide and the co-ordination and development of the product ensuring a planned approach for continued growth in a highly competitive market. Candidates will be graduates aged 25-35 with a successful record of sales/marketing in the chemical or pharmaceutical sector and proven exposure to international and particularly Western European markets.

This challenging role commands a competitive benefits package where salary could be higher for an exceptional candidate, along with generous relocation expenses where appropriate. Applicants should send a summary of their CV, to: Mr. E.D. Johns, Personnel Manager.

**FISONS**  
Pharmaceuticals

Fisons plc, Pharmaceutical Division,  
12 Derby Road, Loughborough, Leics. LE11 0BB.

## Head of Power Section

We require a Chartered Electrical Engineer to manage the Power Section in our Station Design and Construction Department, based at Crawley Court, near Winchester.

The duties of the Section include the negotiation of mains supplies from the Area Electricity Boards, the provision of power equipment and the design and subsequent supervision of electrical installations in accordance with the appropriate technical and safety standards. The Section is also responsible for specifying the maintenance requirements for power equipment including LV and HV distribution switchgear, transformers, voltage regulators, motors and installations.

The successful applicant will be expected to provide specialist advice and to recommend policies covering all aspects of power engineering in IBA projects involving LV and HV with individual site capacities of up to approximately 1MVA.

Applicants should be qualified to degree level and must hold Chartered Engineer status within the Institution of Electrical Engineers. At least 10 years' experience of electrical engineering associated with power systems, equipment and installations is necessary. Applicants must also demonstrate a broad and up-to-date knowledge of regulations, codes of practice, and safety matters relevant to power engineering. It is desirable that candidates hold a current driving licence since the position involves some travelling.

Salary will be on a range to £19,323 per annum. Relocation expenses will be paid where appropriate.



INDEPENDENT  
BROADCASTING  
AUTHORITY

\* An Equal Opportunity Employer \*

Please write or telephone for an application form quoting Ref. DT/931CC to Mike Wright, Personnel Officer, Independent Broadcasting Authority, Crawley Court, Winchester, Hampshire SO21 2QA. Telephone: Winchester 822270.

سكرا من الامال





## PA Personnel Services PA Advertising

Hyde Park House, 60a Knightsbridge, London SW1X 7LE Tel: 01-235 6060 Telex: 27874  
Offices in Birmingham, Manchester, Glasgow, Edinburgh and Aberdeen  
and throughout Europe, Asia, Australasia and N America

All posts are open to men and women unless otherwise indicated.

### Communications Planning Manager

A substantial state-of-the-art  
challenge  
excellent remuneration + car



Hewlett-Packard has recently given the go-ahead for a major £200-million communications development strategy. This new initiative within one of the company's highest-profile growth areas will feature all the very latest forms of information interchange — data, voice, text and video — and will be responsible for upgrading interfaces between HP's UK, European and worldwide operating entities and suppliers. The Communications Planning Manager will have the task of maintaining, implementing and continuing the development of this strategy, with the objective of providing an efficient and economical communications service throughout the company. Particular emphasis will be given to the co-ordination and planning aspects of the role, and specific responsibilities will include designing networks, defining engineering standards and modifying overall strategy in line with advancing technology. Based at Bracknell, the post will involve UK and some international travel. Candidates, of graduate calibre, are likely to have

substantial medium/large-company communications responsibility at present. Their extensive relevant experience (preferably c10 years) should include familiarity with the latest developments in datacomm technology, together with some knowledge of CP and/or MIS. Sound business awareness and a proven ability to 'sell' ideas to senior management are, of course, essential. Initial remuneration should not prove a limiting factor and car, profit-sharing, share-purchase scheme and relocation assistance (if appropriate) are among the many benefits provided. In addition, this new, highly visible position offers exceptional opportunities for further management advancement within HP's exciting high-growth international environment.

Either telephone Linda Hare for an application form on 0344 424898, or write enclosing full cv and salary details to Alan James, Hewlett-Packard Limited, Miller House, The Ring, Bracknell, Berkshire RG12 1XN.

### Sales Training Manager

Automotive component  
industry  
£20,000 plus + lease car  
+ benefits

Our client, a world leader in its field, is an international organisation with sales teams operating throughout the world. The company will be launching a number of major new product ranges in the next 2 years and the challenge to the Sales Division is both enormous and exciting. An integral part of the preparation for the launch will be a significant new emphasis on sales training and to manage this process the company wishes to appoint a Sales Training Manager. He or she will be expected to manage the whole process from establishing training needs through to the

implementation of appropriate training events at individual and group level. The successful candidate will have direct sales training experience at a senior level in a marketing-led company with a technical product, and will bring to the position a highly professional approach and excellent interpersonal skills. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: W4143/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

### Production- Orientated Potential General Managers

to £18,000

A very successful British mechanical engineering company with a nine-figure turnover wishes to reinforce the senior management team by the appointment of a number of skilful young production executives destined for general management appointments. The company is well-advanced in the development of sophisticated, flexible manufacturing systems and computer-aided design, and can provide every opportunity for practically-trained and adventurous-minded Production Managers, in their late 20s or early 30s, to achieve what the traditionalist would

regard as impossible. If, therefore, you feel your career is hampered by the technological constraints placed on you by your present employer, this may well be the opportunity you have been looking for. The company's factories are all pleasantly situated in the South-West, and conditions of employment will be negotiated having regard to candidates' current arrangements. Please send full cv to: Emma Parsons, Ref: GM25/9016/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

### Sales Engineers

UK and Europe  
Based Alton, Hampshire  
£16,000 + car + attractive  
benefits package



The offshore oil industry is becoming increasingly reliant on sophisticated electronic equipment to maintain its competitiveness and safety standards as exploration and production is conducted in even more demanding locations. Oceonics have built an international reputation and a highly successful business as part of a £200-million group manufacturing, selling, renting and leasing an extensive range of electronics-based navigation, monitoring and inspection equipment for this very competitive marketplace. Two highly accomplished sales executives are now sought who will spend 50% of their time in the field and play major roles in the company's future

development. Aged 23-35 and well educated, you must have a proven background of closing sales in the electronic equipment industry. Knowledge of the offshore industry would, of course, be an advantage but is not essential as training would be given. In return, your career will rapidly develop within one of the most dynamic organisations in the UK.

To apply, please send cv or telephone or write to: Annon Needham, Ref: SE85/0334/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Telephone: 01-235 6060 ext.239.

### Purchasing Manager

Stalybridge

### Distillers CO<sub>2</sub>

The world's most versatile gas

The Distillers Company (Carbon Dioxide) Limited is Europe's largest producer of carbon dioxide and its associated engineering products. The carbon equipment department provides a wide range of equipment for beer dispensing for the licensed trade. A Purchasing Manager is required for the department at Stalybridge, Cheshire, to be responsible for the purchase of components and complete equipment manufacturing to company specifications. He/she will control stores and transport and the supply of equipment to the company's own manufacturing unit and to installation engineers. A graduate with mechanical and electronic

engineering knowledge and experience in the securing of local suppliers of electronic components would be the ideal candidate. Experience in computerised stock control and quality control would be an advantage as would knowledge/experience of quality control and its procedures.

The career opportunities in this expanding sector of a major company are excellent. The remuneration and employee benefits package is highly attractive. Applications to the Personnel Manager, Distillers Company (Carbon Dioxide) Limited, 38 London Road, Reigate, Surrey RH2 9QE.

### Production Executive

Garment manufacture  
attractive salary + car

Kayser South

Kayser South, a division of Courtauld's Intimate Apparel, is a manufacturer of high quality foundationwear and ladies swimwear, which is supplied to many high street multiples. The job, reporting directly to the Chief Executive, and part of a small team of professionals, involves planning, organising and controlling the manufacturing resource on two sites from the preparation of factory loading schedules, to assembly of garments and warehousing and distribution.

You will be responsible for maintaining quality, controlling costs and working within agreed budgets. Aged 30-40, you should have at least 5 years' experience in manufacturing management, preferably in the garment industry. Knowledge of relevant computerised systems is essential, together

with the ability to communicate effectively both within the company and with customers. A background in workstudy and/or industrial engineering would be useful. The potential to develop into the Deputy Chief Executive's role is essential, therefore experience in general management skills would be an advantage. The job will be based at the main factory in the Portsmouth factory will be necessary. We offer an attractive package including a highly competitive salary, plus car, pension scheme and other benefits including assistance with relocation, where appropriate.

Please write with comprehensive cv to: Mr P G Brooks, Group Personnel Manager, Courtauld's Intimate Apparel, Market Street, Ilkeston, Derbyshire DE7 5XB.

### Electrical Or Telecomms Experience? Get More Out Of Selling For 3M!

Opportunities in the Midlands  
and South  
excellent remuneration + car



State-of-the-art

### Weapons Systems Engineering

for the world's most advanced  
surface warships

3M's Electro Telecommunications Division has incorporated many of the latest developments in technology to create a comprehensive range of products that meet the fast-changing needs of the electrical, telecommunications and electronics industries. We currently have opportunities for ambitious, graduate-calibre individuals who have gained relevant industrial experience (not necessarily sales-related) and who are now keen to further their careers in sales. Following an intensive training programme, you'll sell an extensive product range into a wide variety of customers — principally manufacturing, construction and maintenance companies — in one of the following areas: NE London/E Anglia; N Home Counties; S Midlands; Midlands/North. (Ideal base locations would be Essex, Bedfordshire and Birmingham/Manchester respectively). Individual achievement is

recognised and rewarded, resulting in excellent prospects for career advancement within our progressive international organisation. We offer a very attractive remuneration package comprising good basic salary, top incentives, company car and first-class benefits. If you can combine either a sound electrical background (typically gained in production, power distribution, maintenance or construction), or, for the Midlands/North position, good practical telecommunications experience (including familiarity with BT practices), with the drive and ambition to succeed in sales, we'd like to hear from you. Take the first step towards securing a local interview by sending your full personal, career and salary details (including home phone number for early contact) to: R G F Tinn, Divisional Personnel Manager, 3M United Kingdom PLC, 3M House, PO Box 1, Bracknell, Berkshire RG12 1JL.

responsibility, these positions will interest you. You will have total involvement throughout a project including: control of either your own or contractors' designs; producing technical specifications; hardware and software integration; and all phases of weapons acceptance. Competitive salaries will be provided plus an added value bonus scheme and a wide range of benefits. For more details, please call Jim Watson on 0705 373511 ext 38, or send full career details to him, including current salary, at Vesper Thornycroft (UK) Limited, Cow Lane, Wymering, Portsmouth PO6 3TF.

### Group Manufacturing Director

Young high-tech plc  
£32,500 + car + benefits

For a group whose products are at the forefront of technology, innovative and effective manufacturing, developed in response to state-of-the-art engineering, is the key to continued, profitable expansion. This new appointment, reporting to the Group Managing Director, will provide that key in terms of: new facilities and locations; innovative manufacturing technology and techniques; including automated component-handling and assembly; development of group services and subsidiaries' resources; and provision of manufacturing leadership and expertise, complementing the existing high level of skills in engineering, sales and marketing. The position offers an unusual degree of autonomy in a young company with a significant number of 'firsts' to its credit. It will appeal to a graduate manufacturing manager, late 30s, who has 10-15 years' experience in sophisticated, high-profile, volume manufacturing

operations in electronics/computing. Financial training and knowledge of group operations, UK or overseas, are an advantage. The post will provide the opportunity to exercise general management responsibilities in a quoted, public company. An attractive package comprising base salary in the order of £32,500 plus car and a recently-adopted share option scheme for key executives, is offered. Relocation assistance to an attractive Cotswolds area will be provided, if appropriate. In the first instance, please send a full cv or telephone or write for an application form to: Mr Harland, Technology Group, Ref: W78/9017/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Alternatively, for an initial discussion, in complete confidence, please phone him on 01-235 6060 during office hours or on 01-540 0549 evenings and weekends.

### General Manager Motor Dealership

Nigeria

JOHN HOLT LTD

Due to promotion, a vacancy exists for an expatriate General Manager to take responsibility for one of Nigeria's most prestigious motor dealerships. Part of the John Holt Group, the dealership has been extensively reorganised and in addition to the normal duties of a motor dealer, the General Manager is expected to be a mature and experienced business person. The company is growing and further development is planned. Candidates must have experience in depth in most of the main areas of a large dealership, parts, servicing, sales, or a related business. Overseas experience,

preferably in Nigeria, is essential. Full profit and loss responsibility for an autonomous unit and the ability to absorb detail and to take effective action are prerequisites. We anticipate that the successful candidate is likely to be a mature and experienced business person. Salary and benefits are excellent and fully reflect the location and responsibilities. Application forms from: Mr C A Brown, Group Personnel Manager, John Holt Group Ltd, 380 India Buildings, Liverpool L2 0CF. Tel: 051 236 8861.

### Marketing Manager

for a leading American bank  
and cash management  
innovator  
Europe & Middle East  
(based in London)

The Bank has defined the major responsibilities as: • developing and executing a marketing plan for the sale of cash management services in the region; • management of a current management group which has specific P&L responsibilities. You will: • have at least two years' experience in product sales preferably in cash management, or financial services; • have demonstrated a market-oriented approach to product sales; • have

excellent communication and negotiating skills; • be willing to travel extensively from the London base. A competitive total compensation package, including a car, is offered. Suitably qualified candidates should apply in writing enclosing a detailed curriculum vitae, to: Ref: SM45/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. (Address to our Security Manager if listing companies to which it should not be sent.)

### National Sales Manager

North Midlands  
£18,000 package  
+ quality car

A successful company involved in manufacturing and selling products for the building industry wishes to appoint a high-calibre person to the above position. Candidates must have a first-class track record of achievement in an equally competitive professional sales environment. A knowledge of the building trade and construction industry will be a distinct advantage. The company has a sales turnover in excess of £40m, maintains a high level of market share and intends to increase its sales still further. Our client is therefore looking for a person who is willing to take up this challenge and demonstrate their ability to motivate a structured sales force of 38 professionals by determining and regularly reviewing sales objectives and setting budgets.

The successful applicant will need to liaise with the company's marketing department to provide accurate long term planning and forecasting. If you have field sales and management experience gained in an aggressive marketplace and can demonstrate success at the sharp end, coupled with good leadership and team-management skills, our client would like to meet you. The company offers a good incentive bonus as part of the above package, a good contributory pension scheme and relocation assistance where necessary. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: SM86/DT, PA Advertising, 6 Highfield Road, Edgbaston, Birmingham B15 3JL.

### Production Director

Food products  
£17,500 + car

• A £16 million turnover company within one of the UK's most successful blue-chip groups; • a new Cheshire-based factory site; • several product brand-leaders, supplemented by a flourishing private-label business; • an established reputation with the major food wholesalers and retailers... these are just some of the attractions of this senior management post. The need is for an experienced production professional with an open, innovative and decisive style of management. You will lead a production team of around 200 people working in a complex food packaging environment, and be responsible for

all site operations within this purpose-built 100,000 sq ft plant including warehousing, quality control, and engineering. Aged 30-45, the successful candidate will be educated to degree level, preferably have a food technology qualification, and have extensive food production experience at a senior management level. Remuneration is around £17,500 plus car with excellent benefits and relocation assistance. Please send full career details, including current salary, or apply for an application form to: Tim Hamey, Ref: W47/9024/DT, PA Personnel Services, 73-79 King Street, Manchester M2 2JL. Tel: 061-236 4531.

### UK Sales Manager

Ball valves to the oil/gas  
& petrochem industries  
S England-based.  
£15,000 + bonus + car  
+ benefits



Argus BV is the well-established Dutch subsidiary of a major German manufacturer of ball valves used in the oil, gas and petrochemical industries, both on and offshore. Through its UK office, located to the south of London, the company sells a wide range of premium-quality, low and high pressure ball valves to the major petrochemical contracting companies in the UK, and undertakes major projects within this marketplace. Now, with sales growing steadily, there's a need for a UK Sales Manager. In total charge of the UK sales effort and reporting directly to the Managing Director in Holland, you will lead a small, compact, project sales team and handle top-level negotiations with

major customers. For this appointment, you are likely to be in your late 20s to late 30s. You must be familiar with procurement procedures; be able to sell pipeline (or similar products) to contracting companies serving the oil/gas/petrochemical industry; and be able to lead a sales team. The ability to communicate in German would be useful. To apply, please send cv or telephone or write for an application form to: James Gunn, Ref: SM83/0333/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060 ext.239.

### Electrical Service

Generator assembly  
Nigeria

JOHN HOLT LTD

This appointment is with a division of John Holt Group Ltd, which is concerned with assembling, distributing and servicing generator sets. Primary responsibilities will be for the assembly of generator sets and providing expertise on electrical servicing.

Applicants must be electrical engineers, with recognized qualifications and a thorough knowledge of power generators. The successful applicant is

likely to have overseas experience in a developing country and knowledge of electronics would be an advantage. Salary and benefits are excellent and fully reflect the location and responsibilities. Application forms from: Mr E P Parkes, Divisional Personnel Manager, John Holt Group Ltd, 380 India Buildings, Liverpool L2 0CF. Tel: 051 236 8861.

### Young Project Engineer

Cheshire  
salary negotiable

Part of a major US Corporation, this company is the leader in the specialist field, designing and manufacturing process plant equipment which is supplied to the petrochemical, pharmaceutical and plastics control industries. This is an excellent opportunity for an ambitious engineer to progress and gain wide-ranging experience in our clients engineering department. Reporting to the Engineering Manager, he/she will be part of a small team responsible for the design, estimating and handling of a variety of special projects. Ideally the successful candidate will be aged at least

23 with a mechanical engineering degree and some 1-2 years' previous experience within a similar design and manufacturing environment. In addition to an attractive salary, the company's remuneration package includes a contributory pension scheme (including life assurance) and relocation assistance will be provided where appropriate. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9125/DT, PA Advertising, Norwich Union House, 73-79 King Street, Manchester M2 2JL.

### Ambitious Young Executives

For career opportunities in  
sales and inventory control

If you are qualified to degree level or equivalent and have one or two years' broadly-based commercial experience and you are seeking a more challenging career path than this should be the route for you to take. We are H.D. Symons & Co Ltd and we specialise in the manufacture of flexible electrical insulation material for rotating machines and specialty cables. It's a £200-million business and we now need to appoint two eager young men or women with the enthusiasm, experience and sheer ability to assist in a major programme of development and diversification.

**Materials Control**  
We are also seeking to recruit another capable young person to become involved in the development and the implementation of computerised systems in inventory control and production control. This is a particularly demanding position calling for directly relevant experience of such systems and their application in a manufacturing environment. There will also be the opportunity of becoming involved in other key application areas as computerised systems are extended throughout the company. For both positions, a totally committed, yet flexible approach to the job is absolutely essential. There are excellent prospects for career development within this progressive subsidiary of a group of high-technology companies. Attractive salaries will be negotiable and there are excellent terms and conditions of employment. Relocation assistance will be given where appropriate. Please write in sufficient detail to make an application form unnecessary to: Mr S M P Bowden, Managing Director, H.D. Symons Ltd, Horace Road, Kingston Upon Thames, KT1 2SN.

**Sales Office Manager**  
This post offers early responsibility and lots of it. Reporting to the Sales and Marketing Director you will be required to take charge of a busy internal sales office. You will assume control of the day-to-day activities of a function involved in updating and controlling the processing of order documentation and information and for maintaining customer records. An outgoing personality and previous experience in a sales office environment is essential for this 'front line' position.



PA consulting group: Management Consulting • Technology • Computers and Telecommunications • Personnel Services

## SALES OFFICE MANAGER

International Sales  
South East

to £15,000

Our Client is an established profitable growing Company manufacturing electronic measurement equipment. Responsibility in this Senior Management position is to the Sales Director for controlling U.K. and international sales order administration, technical sales enquiries and operation of computer based systems. Successful applicants will identify themselves by their dynamic and confident approach, aged preferably in their early 30's and have a highly developed commercial appreciation with previous experience, possibly as a No. 2 in a professionally organised sales function, included with the attractive employment conditions are resettlement expenses where appropriate and excellent prospects for career development. Please apply in writing to David Hutchinson, Consultant, quoting reference number: 276/20.

Professional Personnel Consultants Limited  
Orchard House, 1 Orchard Lane, Huntingdon, Cambs.  
Telephone Huntingdon (0480) 41 11 11  
"an equal opportunity vacancy"

## Graduate Economics or Law

GEC Head Office Contracts Department has an opportunity for a young graduate with a good degree in economics or law to join a small team which negotiates export credit insurance and advises on the financing of export business throughout the GEC Group. Preference will be given to candidates with experience in Banking or Export Finance. The work is concerned with risk analysis and contractual matters and involves negotiation with Government Departments and Financing Banks. The post offers the successful applicant an excellent opportunity to acquire a knowledge of export contracts and export finance in a group which covers a wide range of varied project and product business. Applications should be sent to: J. N. Scott, Director of Contracts, The General Electric Company plc, 1 Stanhope Gate, London, W1A 1BL.



### JOB HUNTING ?

END OF CONTRACT ? NEED A NEW POST ? AT HOME, CONTINENTAL OR OVERSEAS ? We are able to assist as we are constantly requiring professionally qualified Engineers to fill a variety of largely unadvertised positions. Ring or write: Peter Joery of Brimham Associates, 8 High Street, Leatherhead, Surrey KT22 5AN. Telephone: 0372 372361. (Agency)

## SENIOR PETROLEUM ENGINEER

Broaden Your Horizons Internationally

IEDC is a small international exploration group which concentrates its activities in developing countries including Congo, Egypt, Oman, Sudan, Turkey and Tanzania. Its UK subsidiary is engaged in providing exploration and production services to the group and its offices at Ewell, Surrey, are particularly attractive in avoiding the many problems associated with commuting into Central London.

This position carries real responsibility as IEDC's only UK Staff Engineer. A major element of the position will be to prepare for and then run exploration drilling operations in the countries where this is planned and to monitor non-operated ventures. You will also be involved in the technical and economic appraisal of new activities in which

IEDC plans to become involved either as operator or partner.

To be a candidate you should have a good relevant engineering degree and at least eight years as a petroleum/drilling engineer including field drilling engineering experience ideally both offshore and onshore.

The position carries a highly competitive salary and a benefits package which includes a company car, private medical insurance and contributory pension scheme.

To apply please write to Summit Management Consultants Limited, Cavendish Court, 11/15 Wigmore Street, London W1H 9LB or telephone 01-629 3532.





# Processing Geophysicists and Software Development Engineers

## Seismic Processing with BP

### Work at the frontiers of technology with one of the Majors

Geophysical Research and Technical Services is the centre of expertise in geophysical techniques for BP Exploration. Staff are primarily based in London, but an increasing number are placed on secondment to our operating centres around the world. The centre employs:

- data acquisition survey design and quality control
- seismic signal processing and quality control
- mapping and ray trace modelling
- synthetic seismograms
- vertical seismic profiles
- geological modelling

and Research and Software Development Geophysicists working in all the above areas except the development of data acquisition equipment. Our Seismic Processing Group is dedicated to the achievement of new levels of excellence, so we are looking for Geophysicists and Software Engineers to work today on what will become tomorrow's state of the art.

### Processing Geophysicists

Our experienced processing geophysicists are engaged on detailed studies using our highly developed in-house facilities, and are working closely with chosen contractors on larger volume projects.

Working either in BP's world-wide centre of expertise in London or in our offices in Aberdeen, you will be exposed to a wide range of technical problems, and have available the full back-up of our technical experts. Frequent contact with interpretation geophysicists will be necessary and some training in interpretation will be given. We will build on your present experience, exposing you to the full range of processing techniques.

You must have a good honours degree in a relevant subject, plus three to five years' experience in seismic processing. Some of your experience must have been in a development or special projects environment. We are particularly interested in people who have experience in the development of 3D techniques.

### Software Development Engineers

As an experienced software development engineer you will be working closely with processing and research geophysicists to develop new and better ways of processing seismic data. You will be using advanced computer technology and software design techniques.

You must have a good honours degree in a relevant subject, plus three to five years' experience in the design and implementation of software in a scientific application. Experience in the implementation of advanced seismic processing and graphics applications would be an advantage.

Presently we are using VAX computer systems with FPS array processors. Software is largely written in Fortran. Experience in the use of VMS is not necessary, as you will need to adapt quickly to new operating systems and languages as they are introduced.

Salaries and benefits are excellent, including non-contributory pension and relocation assistance, where appropriate.

Please write or telephone for an application form, quoting ref. D.172 to: Susan Skyles, Recruitment & Placement Branch, The British Petroleum Company plc, Britannic House, Moor Lane, London EC2Y 9BL. Tel: 01-920 3484.

BP is an equal opportunity employer.

## BP Exploration Company Limited

### BRANCH MANAGER SAUDI ARABIA

US \$50,000 tax free +++ a very attractive package



Our Client:  
**Hempel's Marine Paints**  
DENMARK

A major Danish corporation in paint manufacturing which enjoys a high reputation worldwide. It consists of 28 factories, 40 main offices and over 200 stock facilities located in five continents.

We are currently seeking a Branch Manager for their associate Hempel's Marine Paints (Saudi Arabia) WLL for their Jeddah office.

Reporting to the General Manager, at the head office in Damman, this role encompasses a wide range of responsibilities to include:

- Sales & Marketing within the Western Province
- Service and follow-up on major customers
- Stock Management
- Budget responsibility
- Management of international staff of 40

The successful candidate, who will be happily married and both content to live in Saudi Arabia, will have a good theoretical commercial technical background in the coatings field in a high standard, will have at least 5 years' experience in sales and management within this or related industries, preferably obtained through overseas assignments with emphasis on the Middle East. The post will include entertaining and social activities in accord with the traditions and customs of our friends in Saudi Arabia.

Candidates of the highest calibre and related experience may contact John Firth on 0326-40465 and send, in confidence, their full career and family details to him at his UK address with a handwritten covering letter of application.

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Danish Institute of Personnel Management

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Apply by post with CV, or telephone for an application form to Harry Hogg, Personnel Manager, THORN EMI Central Research Laboratories, FREEPOST, Hayes, Middlesex UB3 1BR. (NO stamp required). Telephone 01-573 3888, ext. 2370 or 2788.



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Candidates for these appointments must have exceptional management skills, coupled with an in-depth experience of volume manufacturing in the engineering industry. Evidence of achievement through effective planning and direction of large groups of people is also essential, and the man or woman we appoint must have the potential for development to the next level, and the one above that.

Benefits include a company car scheme, BUPA, and relocation where appropriate to an attractive Midlands location.

Telephone or write to Helena Raitt quoting ref. no. 87/13.

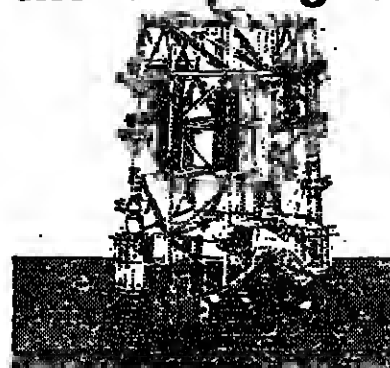
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## Engineers/Naval Architects

### Model testing of offshore structures



NMI Ltd (formerly the National Maritime Institute) is a commercial research and development organisation which specialises in ships and offshore structures. The company undertakes all aspects of research from mathematical modelling, through physical model testing using our major test facilities, to field measurements and open sea trials.

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While most of the vacancies are within our Hydrodynamics Division, we would also welcome applications from engineers with an interest in the aerodynamic aspects of offshore platforms and vessel topsides. In all cases, previous experience of experimental work on large scale test facilities and/or knowledge of the offshore oil and gas industries would clearly be an advantage, and will be reflected in the salary offered. Other benefits include a low-cost pension scheme, free life insurance and permanent health insurance. All posts are based in Middlesex, and relocation assistance to this area will be given where appropriate.

Please send a brief CV in the first instance to: Mrs. Sandra Nicholson, Personnel Manager, NMI Ltd, Faggs Road, Feltham, Middlesex TW14 0LQ.



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**FURTHER ANNOUNCEMENTS**  
APPEAR TODAY  
ON PAGE 32

صبراً من الامل



# BROLLIN NAPPED TO FULFIL DEBUT PROMISE

**THE** recent injury to Brown Chamberlin, which has ruled the Tote Cheltenham Gold Cup runner-up out for the rest of the season, has been a severe disappointment to trainer Fred Winter and also to the gelding's owner, Mrs Samuel.

But connections have an interesting prospect in Brown Chamberlin's half-brother, Brollin, who makes his second racecourse appearance in today's Young Farmers' Novices' Hurdle (Div. I) at Wincanton.

Brollin, like Brown Chamberlin, made his debut at Newbury, but whereas Brown Chamberlin's first race, in a National Hunt Flat race, brought a wide-margin victory, Brollin finished seventh in the novice hurdle won by the smart Welsh Warrior earlier this month.

The opposition to Brollin was above average, but after racing among the backmarkers for the first mile, the four-year-old

10lb to Very Promising, who has without a win in seven starts, has shown following highly-profitable campaign in 1962-63. Despite failing to win last year, he was third in Oxen Run in the Champion Hurdle and runner-up to the same brilliant mare in Liverpool's Sandeman's Hurdle on his last two outings.

Today's two-mile and three-quarter mile races are more than the distance of the Liverpool race on his two runs this autumn sure to have sharpened him to Very Promising should win comfortably.

Winter and John Francome made smooth progress on the inside round, but the turn, and was produced with a winning chance at the penultimate flight by John Francome.

At this point his inexperience told and Francome was understandably not severe on him. Brollin finished about 15 lengths behind the winner who ran another good race when runner-up to the Breener over the same course last Saturday.

Today, Brollin is certain to be much sharper and should not be troubled to beat Hypocrite, who made all the running at the last Wincanton meeting.

Hypocrite, a four-year-old, slightly over the top, but as a high-class jumper, Fred Winter's youngsters are puffed to confirm the promise of that Newbury outing.

If David Nicholson had been asked to frame a race to suit his smart but luckless hurdler, Very Promising, he may well have come up with similar conditions in those of this afternoon's Wincanton special.

Crimson Embers has to concede

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Tacroy leads Round the Twist at the last fence on his way to winning yesterday's Peter Cazalet Memorial Handicap Chase at Plumpton.

## Stringer first visit pays with Tacroy

**ANDREW STRINGER** made a 600-mile round trip from Yorkshire to Plumpton yesterday which paid off with a neck victory on Tacroy in the Peter Cazalet Memorial Handicap Chase.

Round the Twist, winner of the race a year ago, started favourite and challenged strongly approaching the last fence but was held more comfortably than the margin suggests.

Stringer, paying his first visit to the track said: "I came by train from Thirsk and got to Plumpton a few minutes before the start of racing. I just had a glance at the course as I walked from the station."

Tacroy, who was having his first outing since joining Nick Masson at Leves in July, was ridden by Stringer when trained by Pat O'Connor in Derbyshire. Although Frank Beary was out when owner Alf Duffield set a £500,000 gamble in this year's Grand National.

Aintree 12th Tacroy finished 12th at Aintree and was then pulled up in the Scottish National. Now he is being trained by Stringer for the Cord Welsh National with 10th Jib. He gets no penalty for yesterday's success, and Stringer will again ride.

Northern Correspondent Tacroy, who made a winning debut for a new trainer, a winner for David Nicholson, who had been disappointed when he joined Stan Mellor in July and yesterday was produced by Mark Perrett to lead on the run-in of the Chase, beating Stringer by two lengths.

Tregford gave Tim Forster his 15th success of the season, and although he fell, he was pulled up in the Maiden Timber Novices' Hurdle. Qualifier at Ludlow, where he fell, was pulled up in the Maiden Timber Novices' Hurdle. Qualifier at Ludlow, where he fell, was pulled up in the Maiden Timber Novices' Hurdle.

Double Bass fancied Mercy Rimell's gelding showed much-improved form last season when winning three novices' hurdles and a novice's chase. He was beaten by the champion jockey on Burrough Hill last in last week's Hennessy Cognac Gold Cup.

Fuck pointed out that Ballydun had always been Janio O'Neill's ride and that he had been delighted to pick up the reins in the hands of the new jockey on Burrough Hill last in last week's Hennessy Cognac Gold Cup.

Far from unhappy at being replaced by Francome, Luckless Fisher has been very generous in putting him on many of his horses over the past three weeks, considering that there are several jockeys attached to the Cumbria stable.

Wincanton runners, riders and form guide

Racecard Numbers shown on left. Figures before oblique stroke refer to 1962-63 form and before hyphen to 1963-64. Riders before oblique stroke refer to 1962-63 form and before hyphen to 1963-64. Riders before oblique stroke refer to 1962-63 form and before hyphen to 1963-64.

Advance Official Going: GOOD

12.30: CERNE ABBAS NOVICES' CHASE (Div. I) Penalty Value £1,393 2m 5f (12 declared)

12.45: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)

1.00: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)

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2.00: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)

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# CONCERN OVER CLARK

**By RICHARD TAYLOR** MARTIN CLARK, the cornerstone of England's 69-68 World Cup win over Czechoslovakia last week, was confined to bed before tonight's match against Israel at the Tel Aviv Sports Palace.

Clark, Kingcraft Kingston's 6 ft 8 in forward, has a heavy cold and England coach, Bill Edwards, said at the team's hotel: "Naturally we are very concerned about Martin."

"He stayed in bed yesterday and did not train last night, and even the fever, he'll stay in bed until the match."

The other players are fit, including Clive Vanhaan, of Wilkes Crags, Leicestershire, who missed last week's match through an ankle injury, although Edwards is concerned about tiredness.

Heat problem "After last week's game several players had two matches at the weekend and have had to adjust to temperatures here in the mid-90s."

Israel, favourites to win England's group and ranked in Europe's top eight, were astonished by Edwards's point-to-point comeback which defeated the Czechoslovaks.

Israel's TV screened the final six minutes of the game. Ticket sales for tonight's match immediately increased and a crowd approaching 8,000 is expected at the Sports Palace, Channel 4 are screening highlights at 8.30 p.m.

Even defeat in France would leave the Midlander with the prospect of defending the British and Commonwealth championships for a second year, in a division at present rich in young talent.

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## Sibson now sitting on a rich mine

**By DONALD SAUNDERS** TONY SIBSON, having added Mark Kaylor's British and Commonwealth middleweight titles to his European championship, can now enjoy the luxury of considering which of numerous lucrative offers he should accept.

Sibson and his shrewd manager, the veteran Sam Burns, may well decide to keep the titles on ice for a few months, while they go to San Remo or Monte Carlo for a return bout with Doo Lee, of the United States, which would be networked on American television.

Even defeat in France would leave the Midlander with the prospect of defending the British and Commonwealth championships for a second year, in a division at present rich in young talent.

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## WARWICK CARD AND JOCKEYS

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**1.40: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**1.45: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**1.50: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**1.55: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**2.00: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**2.05: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**2.10: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**2.15: YOUNG FARMERS NOVICES' HURDLE (Div. I) £689 2m (21)**

**2.20: YOUNG FARMERS NOVICES' HURDLE (Div. I) £**







# First Test—First Day

## EDMONDS' FINE 48 IS LESSON FOR ENGLAND

By MICHAEL CAREY in Bombay

ENGLAND'S batting unsurprisingly caught the mood of uncertainty that had preceded the first Test at the Wankhede Stadium in Bombay yesterday, and a decidedly variable performance, in which none of their recognised batsmen distinguished themselves, left them at 190 for eight from 88 overs.

After winning what may be a valuable loss and making a sound start, they succumbed, first to the leg-spin of Sivaramakrishnan, then to Kapil Dev's swing, reaching a point when, at 114 for seven, they seemed unlikely to reach the 166 for which they were dismissed in Bombay three years ago.

At that stage, however, both pitch and bowling were put firmly into perspective by a controlled, attacking innings of 48 by Phil Edmonds.

He added 51 with Paul Downton, who so far has made an unbeaten 32 in 161 minutes, with much of the discipline and aplomb he showed against the West Indies last summer.

On this brown, dry pitch England are not necessarily at a disadvantage. But so far, neither has the spin of Sivaramakrishnan nor the pace of Kapil Dev, who has been very effective in his recent appearances, seemed to owe as much to a similar lack of restraint as any possible outside distractions.

### Allott left out

One glance at the pitch was enough for England to leave out Allott and play two spinners. Gower, who was in the team every time so far, and with both sides wearing black arm bands, the day began with two minutes' silence as a mark of respect for recent tragedies, including the death of the Deputy British High Commissioner the previous morning.

All things considered, the first hour was acceptable enough to English eyes. Fowler was not better than usual outside off-stump and Robinson's introduction to Test cricket was sound, rather than an edge just short of slip and a top-edged hook off Sharma, whose bouncer sometimes seemed to be hard to pick up.

Once, however, Robinson missed a hook for four against him with time to spare, and once both batsmen had become wary of the lowish bounce, the dreamers amongst us started to fancy England's chances of holding the best part of the first two days.

Alas, the picture changed when Sivarama appeared. His third ball was a fast toss which Fowler hit comfortably back to him from high up the bat. Then Robinson, sweeping, was given out caught behind down the leg side after due consideration by umpire Kishen.

### Perils of driving

Both Gatting and Gower, starting fresh at the same time, were tentative against the leg-spinner. Once the ball had lost its hardness, this seemed one of those pitches on which driving was not without its perils, and Gatting went next soon after producing a typical first stroke through mid-off against the wrist spinner.

He half checked another intended drive against the same bowler, who plunging to his left, claimed the catch. Gatting returned to his crease presumably convinced he had hit the ball into the ground, but the ball, which was unheld, adding another unhappy chapter to Gatting's mercurial Test career.

In the next over Kapil, going round the wicket, glancing a ball in at Gower short of a length, to which he played on as he aimed to force it off the back foot, apparently ignoring the two earlier moments when the ball had suggested more care was needed in this area.

England were thus 78 for four

### The scoreboard

ENGLAND—First Innings  
G. Fowler, c. Kishan, b. Sivaramakrishnan 32  
P. Downton, c. Kishan, b. Sivaramakrishnan 32  
M. W. Gatting, c. Kishan, b. Sivaramakrishnan 12  
A. J. Lamb, c. Kishan, b. Sivaramakrishnan 12  
C. S. Cowdrey, c. Kishan, b. Sivaramakrishnan 12  
P. R. Edwards, c. Kishan, b. Sivaramakrishnan 12  
P. H. Edmonds, c. Kishan, b. Sivaramakrishnan 48  
P. L. Fothergill, not out 12  
Extras (b. 1) 1

Total (8 wickets) 190

To bat: N. G. Cowans

Fall of wickets: 1-46, 2-51, 3-101, 4-114, 5-127, 6-132, 7-146, 8-151, 9-156, 10-161, 11-166, 12-171, 13-176, 14-181, 15-186, 16-191, 17-196, 18-201, 19-206, 20-211, 21-216, 22-221, 23-226, 24-231, 25-236, 26-241, 27-246, 28-251, 29-256, 30-261, 31-266, 32-271, 33-276, 34-281, 35-286, 36-291, 37-296, 38-301, 39-306, 40-311, 41-316, 42-321, 43-326, 44-331, 45-336, 46-341, 47-346, 48-351, 49-356, 50-361, 51-366, 52-371, 53-376, 54-381, 55-386, 56-391, 57-396, 58-401, 59-406, 60-411, 61-416, 62-421, 63-426, 64-431, 65-436, 66-441, 67-446, 68-451, 69-456, 70-461, 71-466, 72-471, 73-476, 74-481, 75-486, 76-491, 77-496, 78-501, 79-506, 80-511, 81-516, 82-521, 83-526, 84-531, 85-536, 86-541, 87-546, 88-551, 89-556, 90-561, 91-566, 92-571, 93-576, 94-581, 95-586, 96-591, 97-596, 98-601, 99-606, 100-611, 101-616, 102-621, 103-626, 104-631, 105-636, 106-641, 107-646, 108-651, 109-656, 110-661, 111-666, 112-671, 113-676, 114-681, 115-686, 116-691, 117-696, 118-701, 119-706, 120-711, 121-716, 122-721, 123-726, 124-731, 125-736, 126-741, 127-746, 128-751, 129-756, 130-761, 131-766, 132-771, 133-776, 134-781, 135-786, 136-791, 137-796, 138-801, 139-806, 140-811, 141-816, 142-821, 143-826, 144-831, 145-836, 146-841, 147-846, 148-851, 149-856, 150-861, 151-866, 152-871, 153-876, 154-881, 155-886, 156-891, 157-896, 158-901, 159-906, 160-911, 161-916, 162-921, 163-926, 164-931, 165-936, 166-941, 167-946, 168-951, 169-956, 170-961, 171-966, 172-971, 173-976, 174-981, 175-986, 176-991, 177-996, 178-1001, 179-1006, 180-1011, 181-1016, 182-1021, 183-1026, 184-1031, 185-1036, 186-1041, 187-1046, 188-1051, 189-1056, 190-1061, 191-1066, 192-1071, 193-1076, 194-1081, 195-1086, 196-1091, 197-1096, 198-1101, 199-1106, 200-1111, 201-1116, 202-1121, 203-1126, 204-1131, 205-1136, 206-1141, 207-1146, 208-1151, 209-1156, 210-1161, 211-1166, 212-1171, 213-1176, 214-1181, 215-1186, 216-1191, 217-1196, 218-1201, 219-1206, 220-1211, 221-1216, 222-1221, 223-1226, 224-1231, 225-1236, 226-1241, 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